

Concordia's Thursday Report

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<http://pr.concordia.ca/ctr/>



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Concordia admissions climb by 12 per cent

BY BARBARA BLACK

New admissions to undergraduate programs are higher than ever at Concordia this year — 12 per cent higher than this time last year.

Registrar Lynne Prendergast reports that the biggest increase is in Faculty of Engineering and Computer Science, a whopping 23-per-cent rise over last year.

The increases are in programs in electrical and computer engineering and computer science. Dean Nabil Esmail said he had expected that interest in these fields would have hit a plateau, but it continues to climb — “and the double cohort is still to come.” The population bulge that will result from Ontario’s discontinuation of Grade 13 is bound to be felt

by its neighboring provinces of Quebec and Manitoba, he said.

Esmail said that new rules by Quebec allow the faculty to borrow beyond its operating budget if more money is needed to provide for the extra students. Fortunately, 25 new faculty members have been hired, bringing the total to 125, just in time to cope with an overall 12-per-cent increase in ENCS students. “The real crisis is in space downtown,” he added. (See *Classrooms*, page 10.)

The Faculty of Arts and Science is enjoying a 14-per-cent increase in new undergraduates over last fall. Programs that show substantial increases include exercise science (over 50 per cent above an unexpectedly low enrolment last year), political science (a big program that saw a

40-per-cent increase), mathematics (31 per cent), sociology and anthropology (30 per cent), geography (16 per cent; urban studies, part of the department, grew by 38 per cent), English (13 per cent) and history (8 per cent).

Teaching English as a Second Language welcomes 41 new students to its re-opened BEd program. However, physics, which had 33 new students last fall, admitted no new students, as admissions to the program have been suspended.

The John Molson School of Business, which continues to raise the bar in terms of admission standards, posted a slight drop this year of two per cent. However, Dean Jerry Tomberlin explained that in terms of total numbers of students taking

business courses, there is a 2-per-cent increase, owing to the number of returning students who transfer into business programs, and those who take popular business courses as electives. “In any case,” Tomberlin said, “we’re operating at capacity — bursting at the seams.”

Fine Art shows an increase in new undergraduate admissions of six per cent. All of these figures are subject to change, as registration continues and other adjustments are made.

There has been a healthy surge in the number of new undergraduate students whose fees go directly to the university instead of being remitted to the Quebec government for inclusion in the operating grant.

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A message from the rector

On behalf of Concordia University, I wish to extend our deepest sympathy to all our American students, faculty and staff, and our condolences to all members of the Concordia community whose families or friends have been directly affected by the New York and Washington terrorist attacks.

We join the outcry against terrorism and fanaticism, and we share the disgust felt by people throughout the world at this indiscriminate spilling of blood.

It is especially important at this time of uncertainty that we discuss these issues calmly and rationally, and treat all our fellow Concordians with respect. Concordia University will continue to function normally with all educational activities proceeding as planned.

Frederick Lowy,
Rector and Vice-Chancellor

Cinema student takes best film award in Montreal

BY SYLVAIN COMEAU

Third-year film production student Jean-François Daigle took the Norman McLaren Award for the best film at the 32nd Canadian Student Film and Video Festival, part of the Montreal World Film Festival, which closed on Sept. 3.

Student filmmaking can be a tough undertaking, but it does have its rewards. Those include watching your labour of love with an audience in a real theatre for the first time — Daigle’s film *Pain Relief* was screened at Le Parisien as part of the festival — and getting an award from people who know film.

“We spend months writing, shooting and editing our films. I don’t think we make them just to get a good grade.

“I loved watching my film with an audience, and they seemed to enjoy

it almost as much as I did,” Daigle said.

The jury of the student film festival, made up of two movie directors and a National Film Board producer, was another appreciative audience. Daigle is pleased that they responded to his unpretentious 18-minute short, which he calls “basically just a slick flick, a cool little film that’s fun to watch. And that was the whole idea.”

Daigle received a cheque for \$1,000 along with the award, which he says doesn’t even pay for the film stock he bought to make *Pain Relief*.

“No, the cheque doesn’t cover my expenses,” he said, laughing at the notion. “I actually spent about \$8,000 on the film — my parents helped in that department. I went over-budget. I even had to rent a corner store for one night. I was going for a little production at the

beginning, but it just got bigger and bigger.”

He vows to stick to the budget if given the chance to direct a feature film, even though going over budget is practically a movie tradition. “That’s the kind of thing that gets people fired.”

Daigle feels that the jury responded to the rather high production values and professional look, which he was able to squeeze out of his budget, while maintaining film festival qualities as well. “I wanted to tell a story in an entertaining way, but at the same time keep it ambiguous in terms of its theme. The film is about love, the search for happiness and the longing for a better place — all the big themes.”

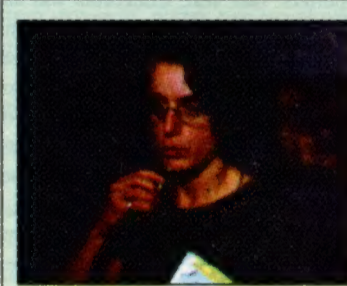
Daigle says he left it up to the audience to decide whether or not the film has an uplifting or happy ending.

“The main character is alienated, but he does change at the end. But it’s not clear whether or not that’s a good thing, since he also goes kind of schizo.

“So it can certainly be interpreted in many ways. I think that’s a good thing in a film.”

Two other Concordia film production students won this year; Carmen Zella MacKinlay won the best experimental video award for *R.U.R.* (Rossum’s Universal Robots), and Alexandra Myotte won the best animated video award for *Shaletown*. Daigle’s film also took the award for best fiction video.

Joseph Baron, the winner of the best student film award (the Kodak Grand Prize), was at York University when he made his film, *Four*, but he has just become a student at Concordia’s Mel Hoppenheim School of Cinema.



Bravo, Catherine!

Mariages, a film written and directed by film graduate Catherine Martin (BFA 82), seen above on the set, won rave reviews and the award for best script at the Montreal International Film Festival, and is being screened at the Toronto Film Festival, too.

While at Concordia, Martin studied film and photography, worked with directors Léa Pool, Paul Tana and Jean Chabot, then struck out on her own.

Mariages, her first full-length feature, is set in 19th-century Quebec and opens in theatres across Canada on Sept. 28.

Fixing airline woes through management education

BY SYLVAIN COMEAU

If you've flown recently, or if you have shares in a major airline, you may feel that the airline business is in turmoil. Several experts freely agree, and they discussed how education could address these problems in a panel discussion that launched the first Aviation Management Education Research Conference, held here July 16-17.

Passenger traffic has grown exponentially, from nine million passengers in 1946 to 1.6 billion a year today.

Andy Vasarins, of NAV Canada and the Civil Air Navigation Services Organization (CANSO), said that the industry is a victim of its own incredible success.

"Delays are increasing as capacity improvements fail to meet demand," Vasarins admitted, referring to one of the top complaints of harried travellers and a major cause of air rage.

Renato Claudio Costa Pereira, another ICAO executive, spoke of reviving the excitement and glamour of air travel.

"Air travel used to be an adventure but now, it's a headache. We have made air travel safe, but we need to revive the dream of many years ago. The next step is air travel that meets the physiological and psychological needs of the passengers."

Jonathan Howe, director-general of Airports Council International, suggested that the industry break out of a "navel-gazing insularity" that has hampered innovative thinking.

"This is a very introspective industry, one that talks to itself and recruits and promotes from within. As a result, we don't always think and look outside of the box. Our focus has been on technical skills; usually the person in charge of a given area has come up through the ranks. But management is the key word in aviation management." Aviation MBA programs must reflect that emphasis, Howe said.

"An AMBA program must be first and foremost an MBA; it should not be conceptually different than a regular MBA. We're training managers."

Mohsen Anvari, outgoing dean of the John Molson School of Business, made that point in discussing Concordia's AMBA programs.

"There is an industry-wide need for management education versus technical education," he said.

"MBA programs have been around for 30 years. It's a mature market, and like any mature market, the players want to differentiate themselves. One way is to launch aviation MBA programs. In the process, one must not substitute an industry-specific training program for a degree-granting program."



Seen at a reception that was part of the aviation education conference are, left to right, Mick Carney, management professor, who has done much curriculum development for the IAMBA programs; Dale Doreen, director of the program; outgoing dean Mohsen Anvari, and Jerry Tomberlin, interim dean.

Anvari also made the point that while this kind of industry-specific education is needed, it's hard to find the right teachers. Either on-site management professors must be persuaded to study the specific concerns of the aviation industry, or the rare experts who do exist around the world must be induced to share their expertise, often at considerable cost.

Another roadblock: While AMBA programs are a hit, the industry is still reluctant to let employees take

time off for study, Vasarins acknowledged. "Management resources are scarce. Not many companies feel free to let someone go for two years."

Pierre Jeannot, director-general and CEO of IATA, the Montreal-based International Air Transport Association, suggested that competition for key employees between airlines aggravates those fears.

"The dilemma we face is that after we send them off to get training, how do we guarantee that they will

come back to work for us?"

Concordia launched one of the first aviation management education programs in the world in 1992. It has gone on-line (the Global AMBA), and has become a model for programs launched as far away as Austria.

The Aviation Management Education Research Conference was hosted by Concordia's John Molson School of Business, which houses the AMBA and GAMBA programs.

Centraide at Concordia: Building on success

Last year, Concordia won an award from Centraide for a 49-per-cent increase over the previous year in donations to non-profit organizations throughout the Montreal area.

Concordia raised \$66,000 through payroll deductions and events such as a bake sale, a loony line, squeegee days, passing the hat at football games, and a highly successful raffle. You'll see those events once again, plus some new ones.

On Friday, Sept. 28, join members of Concordia's Centraide committee for the "March of 1,000 Umbrellas" at lunchtime, at the corner of McGill College and Ste. Catherine Sts. This is a consciousness-raising rally of corporate and collegiate Centraide supporters. Last year, Concordia was almost invisible. If you don't have a Concordia umbrella, the committee will have a few to lend out.

Note: The Concordia Centraide committee has student and faculty representatives from Engineering/Computer Science and from the John Molson School of Business, but none from the Faculty of Arts and Science or from Fine Arts. This involves two or three short meetings over about six weeks. If you'd like more information, please call Hélène Cossette at 848-4883, or contact CTR, at blak@alcor.concordia.ca.



Research, accreditation will be based here

BY SYLVAIN COMEAU

Many of the concerns raised at the July conference will be addressed at a new research centre based in the John Molson School of Business. The International Centre for Aviation Management Education and Research (ICAMER) will seek to expand the horizons of this emerging field of business education.

"The emphasis will be on research into management of airlines, airports and air navigational service organizations," said Dale Doreen, director of Concordia's International Aviation MBA Program. Specifically, that means research on airport capacity and design, commercialization and privatization of airports and airlines, globalization of airline markets and strategic alliances.

"If these issues have been addressed in the past, it's mostly been on the operational and technical side of the industry. Now the emphasis will be on how you manage the people who do the technical jobs."

Doreen says that training programs have overemphasized technical skills.

"Many of the aviation programs developed in universities over the past 50 years, primarily after World War II, were started by former military personnel and pilots, people

who know how to fly planes, but not necessarily people with a business mind and management skills."

Enhancing safety

Better management training should enhance safety in an industry that already has a strong safety record.

"Over 80 per cent of all accidents are caused by human error, not by technology. Without solid management, things just don't work right. In the airline industry, that costs money or lives."

The industry has struggled since it was left to fend for itself after privatization. "The airline industry is not particularly well managed, compared to most," Doreen said. "There are some exceptions, but many companies are either losing money or showing very little profit, based on return on assets or return on equity."

"When many airlines were government-owned, they lost money and were subsidized. Now governments are saying that they can't afford it any more and have commercialized airlines. Government and the public are demanding an industry that's viable, sustainable and profitable, and not a burden to the taxpayer. Airlines now have to think about making money, and not just about flying planes."

In addition to its research compo-

nent, ICAMER will develop graduate, undergraduate and short-term programs in aviation management.

It was also announced at the conference that the Council on Aviation Accreditation (CAA) will establish an international office at Concordia's John Molson School of Business.

"This [decision of the American accreditation body] is recognition that Concordia has the best known aviation graduate program in the world, and that Montreal is home to 230 companies in the industry, as well as the International Air Transport Association (IATA) and the International Civil Aviation Organization (ICAO)," Doreen said.

"It's the most aviation-related city in the world."

The John Molson School of Business is providing office space to CAA free of charge, and Doreen says the AMBA program will reap the benefits.

Fruitful collaboration

"We will be at the centre of an accreditation process that will be extended worldwide, that will give us insight into the standards [for accreditation]. Perhaps we will have some influence on those standards. It will also create contacts with universities applying for accreditation, which could lead to fruitful research collaborations."

September 20 -23 - Bee there!

Concordia University's
Homecoming 2001

Attend the Shuffle on Friday and the Homecoming Cup football game on Saturday! Special events include the launch of an MBA alumni chapter, reunion of Loyola men's basketball, 1967-71, reunion of Applied Human Sciences.

For more, see <http://alumni.concordia.ca/HC2001.html>

**CONCORDIA UNIVERSITY
PENSIONERS ASSOCIATION - CUPA
Annual General Meeting
Thursday, October 25, 10a.m., H-767
SGW Faculty Club, Henry F. Hall Building**

Actuarial mathematician wins coveted doctoral scholarship

BY BARBARA BLACK

Esteban Flores is leaving Montreal with some sadness, but he's taking a valuable experience with him. He is returning to Chile in the hope of launching that country's first actuarial mathematics program.

Flores has just been awarded a PhD scholarship from the Casualty Actuarial Society and Society of Actuaries for 2001/02. The scholarship is worth \$10,000 US, and is renewable.

Flores did his bachelor's degree at the University of Talca, and his master's at the University of Concepción, also in Chile. During his six years teaching statistics at Talca, he got involved in research projects closely related to the actuarial field, which provides expertise to insurance companies.

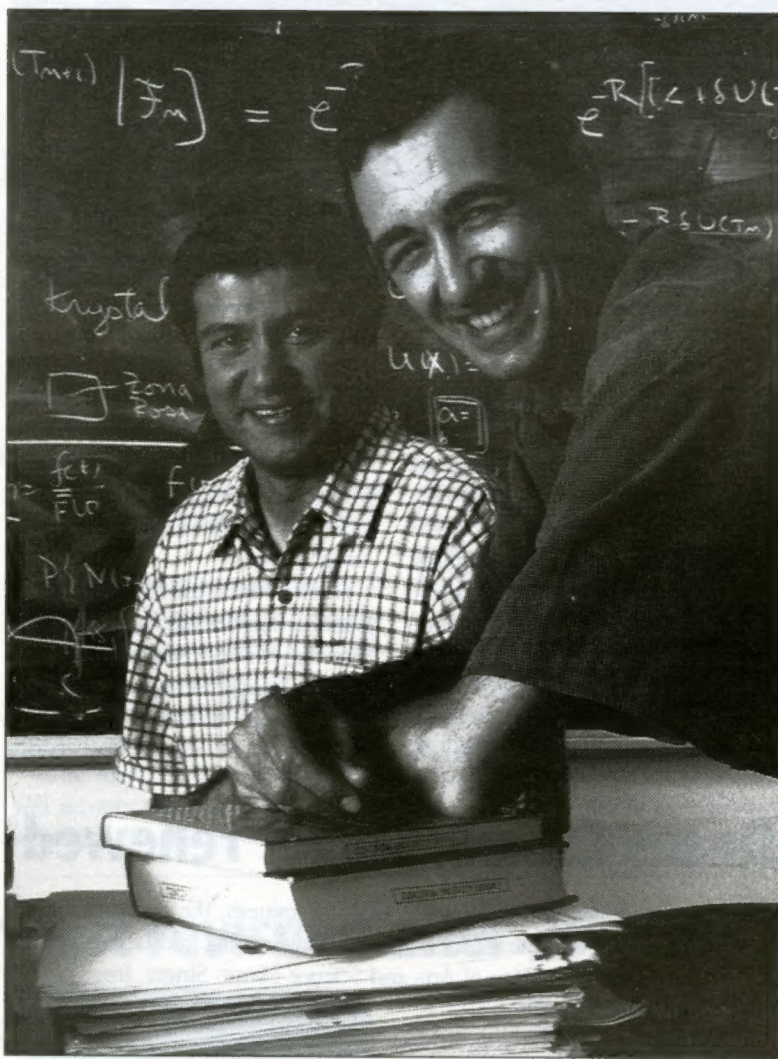
"That is how I learned that there were no actuarial programs in Chile," he explained. "As my interest in actuarial applications grew, I decided to study in a PhD program abroad. Concordia's Department of Mathematics and Statistics offered me a place where I could fulfill my plans."

With the support of the University of Talca, Flores has been studying here under the supervision of Professor José Garrido.

Dr. Garrido is delighted with his student's scholarship. He explained that there is a lot of competition for them; only four or five are awarded every year to all North American applicants.

"It is the first time that a Concordia PhD student has been awarded one, and only the second time a Concordia student has applied," he said.

"Most actuaries go on to practice when they graduate from university, and who can blame them?" Garrido went on. "The job market is extremely good. They get good job offers essentially where they want in North



Esteban Flores (left) hopes to launch Chile's first actuarial mathematics program. His research at Concordia was supervised by José Garrido (right).

America and with very attractive salaries.

"The scholarships program was designed to entice a larger number of actuaries to return to graduate school and get involved in actuarial research and in teaching, thus ensuring future generations of well-trained actuaries."

Flores said, "I feel at home in Montreal, and it is hard to leave my life in Canada. I spent around four years here — I only went back to Chile one time — and during that time I had a lot of positive experiences in this country.

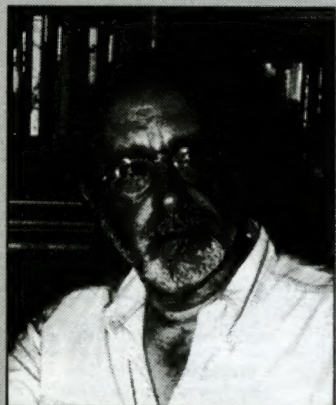
"Just to mention one, my stay exposed me to an anglophone community composed of people coming from different cultural backgrounds. That alone made it an enriching experience.

"I will be leaving behind many people who supported me and whom I am happy to have as friends. I'm especially indebted to Professor Garrido for his support and friendship."

Flores is doing the last stages of his research in Chile this fall, and will be back in March to defend his thesis.

Noted poet Albert Goldbarth to read at Concordia

Albert Goldbarth, author of more than 20 collections of poetry and the recipient of many literary honours, will give a reading at Concordia, followed by a reception. Goldbarth's most recent collection is *Saving Lives*. He has also published three collections of essays, most recently *Many Circles*. In 1992, he won the National Book Critics Circle Award for *Heaven and Earth: A Cosmology*.



Poet Albert Goldbarth

His poetry has received a Guggenheim fellowship and three fellowships from the National Endowment for the Arts, and his work has appeared in *Poetry*, the *New Yorker*, the *Paris Review*, *Harper's* and the *New York Times*.

Here is what the *Village Voice* said: "Albert Goldbarth is a master mixer, moving from the colloquial to the highbrow, from the decent to the circumspect, from sex to quantum physics with as little caesura as a white space or a comma. . . . Goldbarth's poetry is charged, it seems, by some hyperactive ions; his interests are various and judicious. He is also supremely entertaining."

This event will take place in Concordia's D.B. Clarke Theatre on Wednesday, Sept. 26, at 8 p.m. It is part of the Writers Read series and was made possible by a generous grant to Concordia's English Department from United Way International.

names in the news

Concordia faculty, staff and alumni/æ pop up in the media more often than you might think!

Congratulations to **Lawrence Kryzanowski** (Finance), who, with a collaborator, has won the first Barclays Global Investors Canada award in capital market research, worth \$10,000. His partner was Jocelyne Ménard, a senior research analyst in the Toronto-Dominion Bank's risk management group. Their paper is titled "Migration Behaviour of Long-term Bond Ratings of Canadian Corporate Issuers." As the *Financial Post* and *National Post* noted, most previous research has concerned U.S. bonds.

Lydia Sharman (Design Arts) was interviewed by Bernard St. Laurent on CBC's *Home Run* when she was named an outstanding teacher by the Faculty of Fine Arts.

Lynda Goldman and **Sandra Smythe Thibodeau** were teaching in Concordia's TESL Centre when they got together to write *Canadian Concepts*, a series of books for Prentice Hall aimed at immigrants. It was a smash hit, led to an American series of books, and they have gone on to become consultants in workplace skills. An article about the successful duo appeared in the *Gazette*, when their weekly column on workplace tips was launched in June.

Balbir Sahni (Economics/Centre for International Academic Cooperation) presented a paper at a conference in India in July, on forging better relations between India and Pakistan. Dr. Sahni was interviewed by the *Tribune*, a major Indian newspaper, about his suggestion of a coalition of apolitical individuals from Indian, Pakistan and the diaspora. He said that Canada, with its official multiculturalism, could play a helpful role. In June, Dr. Sahni, who was born in Pakistan and raised in India, was presented with a life achievement award by Ontario premier Mike Harris on behalf of the Indo-Canada Chamber of Commerce.

Xu Zhao, a student in Journalism, contributed to a collection called *Crossing Customs* that came out of a course at the Liberal Arts College. Her account of growing up during the Chinese Cultural Revolution in the 1970s was made into a segment of the local CBC radio program *Art Talks* on June 9.

Harold Chorney (Political Science) was quoted in an article in the *Financial Times* of London about Bernard Landry's sovereignist ambitions. "It's a bit naïve to think English Canada will go into an equal institutional partnership with Quebec," Chorney said. A resident of Dollard des Ormeaux, Chorney is running in the municipal election as part of Mayor Pierre Bourque's team, and has been interviewed widely about his enthusiasm for upgraded transportation between the West Island and downtown.

"Delight in Disorder," a short story by **Jeffrey Moore** (*Études françaises*), was read on August 16 on *This Country in the Summer* for the pleasure of listeners across Canada. The story was commissioned by the CBC and the Canada Council for the Arts. Moore won the Commonwealth Award for best first book last year for *Prisoner in a Red-Rose Chain*.

An article published in the *Victoria Times-Colonist* to mark Victoria Day informed readers that the leader of the Canadian Monarchist League, **John Aimers**, began the organization in 1971, as "a 17-year-old radical student at Concordia University." (That would be Sir George Williams University.) The League sends teaching materials to schools, and has a web site (www.monarchist.ca), but, the article noted, "perhaps tellingly," that its activities are not funded in any way by government.

William Taylor (Management) was interviewed on Newsworld about the tug-of-war over subsidies between airplane-makers, Brazil's Embraer and Canada's Bombardier.

Francine Jones (Marketing) was quoted in an article in *Marketing* magazine by Journalism Diploma alumna **Liz Warwick**. It was about three massive new entertainment complexes that have opened in Montreal (the Pepsi Forum, Club Med World and the Metaforia Centre). Jones said, "These places need more extreme excitement and escape to counterbalance all the things that are keeping people at home: the Internet, home entertainment centres, etc. In the end, it's all about numbers."

James Pfaus (CSBN/Psychology), who studies the neurology of sex, was interviewed by alumna **Josey Vogels** for *Shift* magazine on "the advances in technology and our own imaginations [that] have led us to devise ways to improve on or attempt to simulate [the act of copulation.]"

Lorne Switzer (Finance) was on the CTV national news, talking about the devastating losses to Nortel subscribers, and the fact that some disappointed investors are talking lawsuit.

Faculty Association supports student ban

The executive of the Concordia University Faculty Association (CUFA) strongly supports the decisions of Concordia's administration and Rector Fred Lowy to expel of two members of the Concordia Student Union and to refuse permission to use Concordia property for a large and potentially disruptive public rally.

CUFA's principal concern is the preservation of an open and free university where students, staff, and faculty interact in the pursuit of knowledge. The protection and advancement of academic freedom is as close to an absolute requirement in university life as there is, and this right, if it is to be meaningful, has to be available to all members of Concordia's diverse community.

For this reason we expect the university administration to provide a secure environment through which we can all, whatever our views, contribute to the cross-current of opinions that invigorate and inform university life.

We are proud of our university community's tradition and practice of welcoming students and faculty regardless of their origin or views.

Throughout his term as rector, Dr. Lowy has represented Concordia with integrity and dignity. Members of the executive of CUFA who have dealt with him know Dr Lowy to be a most fair and open-minded administrator.

Suggestions that Rector Lowy has acted to countenance bias or prejudice at Concordia, or to deny anyone their right to due process are, frankly, not credible, and we reject them. We speak for the executive of the Concordia University Faculty Association, but we believe these views are shared by a vast majority of the students, staff and faculty who make up the Concordia community.

Academic freedom cannot thrive where the rule of law is undermined. All members of the Concordia community have the right to expect our administration to act to sustain, and ensure, our valued rights and civil liberties, that we believe are fundamental for the survival of the academy.

Lucie Lequin

President, for the executive of CUFA

Honour is hollow if given to all

The following letter was addressed to the secretary of the Board of Governors and Senate, following a resolution passed by those bodies last term.

I acknowledge your letter of July 23 informing me that I may attach the title of *Emeritus* to my rank, a resolution that also applies to all retiring and already-retired faculty members.

What have I done so special? I find this resolution ridiculous, meaningless and very regrettable for the reputation of the university as a whole.

In my mind, the title of *emeritus* reflects exceptional academic achievement, for which the title of distinguished professor *emeritus* is now given.

If one gets an honorific title, it is normally for a special reason. To have been "in good standing" at the time of retirement has little to do with the notion of *emeritus*, and awarding this title to all does not achieve anything more than giving a phony title to all. When everyone gets merit, no matter what, no one has any merit!

I would have hoped that the Board of Governors and the Senate had better things to do than to award phony titles.

I hereby decline this title, as I am very satisfied with my past career at the university, at the rank of associate professor when I left.

Gérard Leduc

Petition to protest moving physics labs

We, the undersigned, ask the administration to reconsider its decision to move the physics laboratories to the new science complex on the Loyola campus.

We ask the administration to keep them in their present format (individual cabinets and flexible hours) on the eighth floor of the Hall Building or be integrated into the new engineering complex to be built on the corner of Guy and Ste. Catherine St..

One of the essential elements is that the physics laboratories be close to a Metro station. An estimated 1,500 student laboratories are taken each year. Every laboratory course has approximately 10 labs, making a total of 15,000 visits.

If the teaching laboratories are located at the back end of the Loyola campus this means that students will make 30,000 trips back and forth across town, some late at night in the dead of winter.

Moving the teaching physics laboratories to the back end of the Loyola campus will ensure that the physics program will die completely and inevitably, the entire science and engineering programs at Concordia.

The physics laboratories were created in 1967 when the Hall Building was built. They have served the community for 35 years, and will continue to do so in future if left in the present format. The teaching physics laboratories arose as an accident of history and are unique in the world. It would be a crime if the administration were to be allowed to wantonly destroy this resource that has served the community so well.

John MacKinnon, PhD, Associate Professor Emeritus

The petition may be signed at H-815-1.

We welcome your letters, opinions and comments. Letters must be signed; include a phone number, and be delivered to the CTR office at BC-121/1463 Bishop St., faxed (514-848-2814), or e-mailed (barblak@alcor.concordia.ca) by 9 a.m. on the Friday prior to publication.

Recent appointments at Concordia

CTR welcomes notices of recent appointments. Please send them to the editor, barblak@alcor.concordia.ca. Please note the following changes in administrative roles:

Academic

Arts and Science: **Robert Roy** is now Vice-Dean, Student Affairs.

Engineering and Computer Science: **Terry Fancott** is Associate Dean, Special Projects; **Kash Khorasani** is Associate Dean, Undergraduate Programs and Student Affairs.

John Molson School of Business: **Jerry Tomberlin** is Interim Dean; **Jerry Rosenblatt** takes over his duties as Associate Dean, External Affairs and Executive Programs, on a half-time basis; **Danielle Morin** is Associate Dean, Graduate Programs, Research and Program Evaluation; **George Kanaan** is Associate Dean, Undergraduate Programs, Academic and Student Affairs. **Dale Doreen** (DS/MIS) has been appointed Director, Special Projects, to oversee

design and construction of the new building.

Support staff

Dean of Students Office: **Geoff Selig**, formerly Senior Consultant and Helpline Coordinator in IITS, has been appointed to a new position, that of Researcher/Analyst. **Keith Pruden** is returning to Athletics full-time and will no longer be Coordinator of Student Affairs.

Recreation and Athletics: **Sean Gordon** has been named Concordia Sports Information, Publications and Web Site Coordinator. He replaces Catherine Grace, who is on maternity leave until Oct. 1, 2002. Gordon worked most recently as an assistant in the university's Financial Aid and Awards Office.

Oscar Peterson Concert Hall: **Isabelle Bouvier** has been appointed Director, effective August 6. She is a former manager of the Seagram Symphony program and was executive assistant to the Samuel and Saidye

Bronfman Family Foundation (1988-92). She replaces Neil Schwartzman, who will leave the university to pursue other projects. We thank him for his many years of fine service, and we welcome Isabelle to Concordia.

Advocacy and Support Services: Director Ann Kerby is on sabbatical for a year, and is being replaced by **Pierre Fréreau**, who is supervising lawyer of the university's volunteer legal aid bureau.

Leonard and Bina Ellen Art Gallery: **Karen Antaki** has left her post as Director-Curator to pursue other interests. She has worked at the gallery since 1992, curating and overseeing many fine shows. We thank her for her dedication, and wish her all the best.

Academic Relations Office: **Maryanne Balazic**, formerly in the Compensation and Benefits unit of Human Resources, has been appointed associate director. The Academic Relations Office has moved to 2155 Guy St., in ER-601.

Deans Esmail, Singer renewed

On the recommendation of evaluation committees, the Board of Governors has renewed the terms of Dean of Engineering and Computer Science Nabil Esmail and Dean of Arts and Science Martin Singer, from June 1, 2002, until May 31, 2007.

It will be a second five-year term for each of these able academic administrators. We congratulate them and wish them well.

Changes in membership on Concordia's Board of Governors

At the final meeting of the academic year, held June 20, Concordia's board of governors appointed four new members representing the community beyond the campus. We welcome them to Concordia, and thank them for taking on this responsibility.

Howard Davidson has a Bachelor of Commerce from Concordia (1980), and a successful career in business, notably the Imperial Windsor Group Inc., Ledson Management Inc., and Dascon Investments Ltd.

Judith A. Kavanagh has a Bachelor of Commerce from Concordia, and is a successful consultant in the field of portfolio management, asset allocation and general financial planning. She was a regular panelist for four years on *Émission Finance* (TVA/Télé-Québec), wrote a finance column for *Châtelaine* magazine, and has taught investment courses at the YWCA and the Montreal Exchange.

Jacques St-Laurent is vice-president, engineering, at Bell Helicopter Textron Canada (BHTC). He has a degree in mechanical engineering from the Royal Military College, and studied flight-test engineering at the U.S. Navy Test Pilot School in Maryland. He began his career with BHTC in 1986, and earned a Master's in Business Administration from UQAM.

Mackie I. Vadacchino de Massy is president and CEO of Murray Axmith Inc., a Canadian leader in human resources management. From 1994 to 1997, she was vice-president (special projects, international commercial development) at Teleglobe Canada, and before that, a vice-president of Cinar Films Inc. She has a Bachelor's in Commerce (1982), and an MBA (1984), both from Concordia.

Board chair Lillian Vineberg also paid tribute to four departing members.

The university is particularly sorry to lose the expertise and dedication of **Peter Howlett** and **Marianne Donaldson**. Both joined the board in 1989, and have been active on many committees over the years. Mr. Howlett is also a member of the Concordia University Foundation.

Ms. Vineberg also expressed gratitude for the service of **Marianna Simeone** and **Ned Goodman**, who are resigning from the board after two years because of the pressure of their professional lives.

Ms. Simeone has been active with the alumni office, and Mr. Goodman is a generous supporter of the university and the John Molson School of Business. He is also a member of the Concordia University Foundation.

Farewell to David Eley, SJ

David Eley, SJ, has left Concordia to become president of Campion College, a Roman Catholic institution in Regina, effective July 1.

Rev. Eley taught in the Communication Studies Department, in Theological Studies, and at Lonergan College.

He had been part of Campus Ministry since 1966, first at Loyola College, and then at Concordia, and at one time was director of the now-defunct Jesuit-sponsored Loyola Peace Institute.

We wish him all the best in the West!

Concordia's Thursday Report

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Concordia
UNIVERSITY

Mohsen Anvari leaves Concordia: Tomberlin is interim dean

Mohsen Anvari, who has steered Concordia's business school through a name change, the launch of new programs and research chairs, fundraising for a new building and accreditation by an international body, has accepted a post at Case Western Reserve University in Cleveland, Ohio.

He took up his duties in August as dean of the Weatherhead School of Management at Case Western, where he earned his doctorate in the 1980s.

Jerry Tomberlin, who had been associate dean for several years, was asked by the Board of Governors to be interim dean of the John Molson

School of Business for a one-year term ending August 1, 2002.

Dr. Tomberlin has been a senior administrator of the School since 1995, first as Associate Dean of Graduate Programs, Research and Program Evaluation, and most recently as Associate Dean of External Affairs. He has a PhD in statistics from Harvard University, and has taught at Concordia since 1984.

The changes come at a busy time. In fact, when the announcement was made on June 20, Tomberlin was in Paris at the launch of a new Executive MBA program there. Anvari's last duty as dean was to officiate at the

first international conference on aviation management education, held July 15-16 (See page 2). The next event will be the launch of a new E-Business program.

"We will continue the momentum that we have developed this year," Tomberlin said.

For his part, Anvari said that his time at Concordia has been "a privilege and an honour. The hard work that we have undertaken as a team has proved fruitful, and I'm pleased that Dr. Tomberlin has agreed to take on the additional responsibilities necessary to see that it continues."

The Faculty of Commerce and

Administration was renamed the John Molson School of Business last year.

Plans are underway for a new building across the street from the current premises in the Guy Métro Building. The School is one of a handful of business schools in Canada to earn accreditation from the U.S.-based Association to Advance Collegiate Schools of Business.

More than \$3 million has recently been donated to the School for research purposes, and these funds enabled the establishment of scholarly chairs in accountancy and investment finance, and distinguished

professorships in marketing and family business.

Anvari had been dean since 1995. He has an MBA from Sir George Williams University, and an MSc and PhD from Case Western Reserve University, and has been a professor of finance at Concordia since 1988.

Rector Frederick Lowy was among the many friends and colleagues who attended a reception for the departing dean on June 27. He thanked Anvari for his years of hard work on behalf of the School of Business, and wished him all success in this new chapter of his career. A search for a new dean will begin soon. —BB

Collective agreements signed at Concordia



The signing of two collective agreements were celebrated on June 28 with a photo session. Above, CULEU (Vanier Library): Standing are Helena Bairos, David Thirlwall, John Barrett, Wendy Knechtel, Marcel Danis, Frederick Lowy and Gilles Bourgeois. Seated are Lillian Rubinlicht, William Curran, Robert Black and Christopher Jones.



CUSSU (Trades, Maintenance and Distribution): Standing are Richard Guertin, Gaston Boulanger, Éric Boulanger, Brian Meaney, Frederick Lowy, André Prud'homme, Gilles Bourgeois, Eddy Ginocchi and Pierre Pilotte. Seated are Daniel Leduc, Alain Leduc, Jacques Castelletti, Rick Young (on behalf of Peter Bolla), Michael Di Grappa and Marcel Danis. Photos by Andrew Dobrowskyj

Writers Read @ Concordia

Daniel David Moses

Tuesday, September 18, 8:30 pm, H-762

Daniel David Moses is Concordia's writer-in-residence for 2001-2002. He is a Delaware, born at Ohsweken, Ontario, and now lives in Toronto. His play *Coyote City* was nominated for the 1991 Governor-General's Award, and *The Indian Medicine Shows* won the 1996 James Buller Memorial Award for Excellence in Aboriginal Theatre. His most recent publications are *Sixteen Jesuses* (poems) and *Brebeuf's Ghost* (a play).

Michael Crummey

Friday, September 21, 8 pm, LB-540

Newfoundland writer Michael Crummey has published two collections of poetry, *Arguments with Gravity* (Quarry) and *Hard Light* (Brick), as well as a book of short stories (Beach Holme). His first novel has just been published with Random House. In 1994, Crummey was the inaugural winner of the Bronwen Wallace Award, given to the most promising young Canadian writer under the age of 35.

Coming Up: Albert Goldbarth, Wednesday, September 26, (See page 3); Daphne Marlatt, October 30; Ken Babstock and John MacKenzie, November 26; Jeffrey Moore, January 23; Anne Simpson, March 18

Composites are a hot field

Elite researchers in a hot field came to Concordia in late August for CAN-COM 2001, the Canadian Composites Conference, chaired by Mechanical Engineering Professor V.S. Hoa. Composites, as the name suggests, are a combination of two or more materials, and are distinguished by their lightness, durability and versatility.

Following the conference, which heard 110 speakers from 17 countries, Hoa discussed some of the highlights. He said that nanotechnology in the composites field is starting to reach its potential.

"Researchers can now roll composite material into nanotubes with a diameter of one or two nanometers (a nanometer is about the size of three atoms). These are excellent for conducting heat and electricity, so they can be used in micro-electronics, for example, to make next generation computer chips."

Another nanocomposite innovation involves mixing clay into the epoxy that is used to glue the components of composite materials to achieve a new level of flame or water resistance.

"Nothing can burn without oxygen; nanocomposites can seal oxygen out, at the nanometer level, for flame-retardant materials. They can also seal out water, preventing erosion in many kinds of materials."

The conference also heard from researchers with automotive giants Ford and GM, who promised that use of composite materials in cars and trucks will curb the appetite of the worst gas-guzzlers, simply because the vehicles will finally be shedding some pounds.

"Composites are much lighter than steel, while still being much more durable," Hoa affirmed.

The conference was held at the Holiday Inn Midtown, August 21-24, and was sponsored by Concordia Mechanical Engineering.

—Sylvain Comeau

Top statisticians on global issues

Statistics 2001 Canada, the Fourth Canadian Conference in Applied Statistics, was held at Concordia July 6 to 8.

The event attracted approximately 250 participants, representing governments all over the globe. They discussed problems associated with genomics, the environment, health and the internet, as well as theoretical development.

This conference is part of a tradition started by Professor T. D. Dwivedi, of holding an international conference in applied statistics every 10 years. Dr. Dwivedi chaired the previous three conferences, held in 1971, 1981 and 1991; he retired in 1997. Dwivedi was honoured for his contribution to the development of the discipline of statistics at Concordia.

The conference was organized by the members of the Departments of Mathematics/Statistics and Decision Sciences/MIS, with Dr. Y.P. Chaubey (Mathematics and Statistics) as chair and Fassil Nebebe (Decision Sciences and MIS) as co-chair. Dr. Y.P. Chaubey, of Concordia's Department of Mathematics and Statistics was chair of the organizing committee.

It was sponsored by Bell Canada, Centre de Recherches Mathématique, Concordia's Faculty of Arts and Science and John Molson School of Business, Hydro-Québec, Statistical Society of Canada, Statistical Society of Montreal, and Nelson-Thomson Learning.

The 12th annual Concordia Actuarial Day was also held during the conference, with Dr. José Garrido, Director of Actuarial Mathematics, as its co-ordinator and Vincent Goulet as the web-master. —BB

Applied Human Sciences call for alumni

The Department of Applied Human Sciences is going to establish its own alumni association. Interested students and graduates are invited to call the department (848-3330, 848-4200) and leave their name, address and telephone number.

WELCOME TO OUR NEW TENURE-TRACK FACULTY

Seoungpil Ahn (Finance)

Seoungpil Ahn joined the John Molson School of Business in August 2001, when he received PhD in finance from Purdue University, where he taught corporate finance. His dissertation is on internal capital market and corporate spinoff decisions.

Andreas Arvanitogiannis (Psychology)

Andreas Arvanitogiannis has a BSc in biology from Concordia as well as an MA and a PhD in psychology (CSBN). On a two-year postdoctoral fellowship from the Canadian Institutes of Health Research (CIHR), he went to Harvard Medical School's Department of Psychiatry, where he used molecular genetics to study the relationship between behaviour and patterns of gene expression. In 1999, he was awarded the Prix d'excellence from the Académie des Grands Montréalais for the best doctoral thesis in science and engineering at the four Montreal universities.

Grant Brown (Biology)

Grant Brown is a specialist in the biology of fish, having studied the social and defence behaviours of salmon and other fish. He has a PhD in Biopsychology from Memorial University of Newfoundland and has spent the past four years as an assistant professor of biology at Union College in Schenectady, N.Y.

Laura Collins (Education)

Laura Collins is an applied linguist who joins the Department of Education's Centre for Teaching English as a Second Language. She taught in Concordia's TESL Centre (1994-1998) and completed her PhD in humanities here a year ago. She has a bachelor's in history from York University, a bachelor's in education from the University of Toronto and a master's in education from the University of Ottawa. Prior to her appointment at Concordia, she taught at the University of Victoria.

Daniel Dagenais (Sociology)

Daniel Dagenais is a family man, at least when it comes to his research, which focuses primarily on the social foundations of the modern family and its transformation in our time. He obtained his MA in sociology from Université du Québec à Montréal and his PhD in sociology from Université de Paris X-Nanterre. He has taught sociology at several CEGEPs, and at the Universities of Alberta and the University of Ottawa.

Valérie de Courville Nicol (Sociology)

Valérie de Courville Nicol comes to Concordia from Carleton University, where she completed her PhD in sociology in 1999. Last year, she was nominated for the Distinguished Dissertation Award from the Canadian Association for Graduate Studies. She has previous degrees from the University of Ottawa. Her areas of interest include classical and contemporary sociological theory, sociology of culture and feminist theory.

Christine Dewolf (Chemistry/Biochemistry)

Christine Dewolf is a specialist in thermodynamics and other forms of physical chemistry. A native of Canada, she has spent the past several years teaching in Europe, most recently as a lecturer in Chemical Engineering at UMIST in Manchester, England. She has a BSc in chemistry from St. Mary's University in Nova Scotia and a PhD in chemical engineering from the University of London's Imperial College of Science Technology and Medicine.

Isabelle Dostaler (Management)

Isabelle Dostaler comes to us from Université Laval. A graduate of the École des Hautes Études

Commerciales, she has a PhD in management studies from Cambridge. Her current research focuses on new product development performance and practice in the aerospace industry.

Mary Esteve (English)

Mary Esteve comes to Concordia from the University of Maryland, where she taught in the English department. She started out studying economics at the undergraduate level before changing gears and pursuing MA and PhD in comparative literature at the University of Washington. She also spent two years as a postdoctoral fellow at Johns Hopkins Center for Research on Culture and Literature and brings with her extensive teaching experience in English, German and the humanities.

Marylene Gagné (Management)

Marylene Gagné has a recent PhD from the University of Rochester. She does research on how the climate affects performance and well-being at work. Lately, she has been examining applications to volunteerism and citizenship behaviour, and testing the effects of climate in laboratory studies.

Yves Gélinas (Chemistry/Biochemistry)

Yves Gélinas comes to Concordia from the University of Washington in Seattle, where he completed a postdoctoral fellowship in oceanography. A graduate of Université du Québec à Montréal, he has spent a great deal of time in Senegal and Guinea, where he worked as a consultant studying the quality of drinking water. He also taught courses in environmental chemistry at Senegal's Université Cheik Anta Diop.

Pierre Gauthier (Geography)

Pierre Gauthier is an architect who specializes in urban renewal projects. He has worked on several urban renewal and suburban development projects in Quebec, including the redevelopment of Frontenac St. in Sherbrooke, and in Val-Bélair, a new suburb of Quebec City. He has a master's degree in architecture from Université Laval and is completing a PhD in urban planning at McGill.

Philip Harland (Religion)

Philip Harland studies the religious and social life of the Greco-Roman world. He has a PhD in religious studies from the University of Toronto, where his thesis explored the significance of imperial cults among associations, synagogues and Christian groups in Roman Asia. He is also interested in the social and cultural history of Christianity, as well as comparative and social scientific approaches to the study of religion.

Pursey Heugens (Management)

Pursey Heugens earned his PhD in strategic management from Erasmus University, in the Netherlands. His research focuses on the management and governance of inter-organizational relationships. His latest book (with Hans van Oosterhout and Jack Vromen), *Institutionalized Sociality*, will be published next spring.

Henry Hornstein (Applied Human Sciences)

Henry Hornstein comes to Concordia with more than 20 years of experience as a consultant providing expertise and support to companies in the areas of organizational effectiveness and team building. Among the corporations he has worked for are Levi Strauss, Merck Frosst and Oracle. He has MSc and PhD degrees in Psychology from the University of Calgary.

Marlise Horst (Education)

Marlise Horst is an English-second-language specialist who joins the Department of Education's Centre for Teaching English as a Second Language. In her current research, she is exploring vocabulary acquisition and is testing claims about the volume of new words learners can achieve in instructed settings. She has an MA in applied linguistics from Concordia and a PhD from the University of Wales, Swansea.

Christine Jamieson (Theological Studies)

Christine Jamieson is an ethicist and theologian who has been teaching at Concordia as an LTA since 1998. Previously, she worked at the Ottawa-based Canadian Bureau for International Education. She is preparing a report for Health Canada on the social, medical, ethical, political and psychological implications of genetic testing. She has undergraduate and graduate degrees, including a PhD in ethics, from Saint Paul University in Ottawa.

Yasmin Jiwani (Communication Studies)

Yasmin Jiwani has managed the women's program for the National Film Board, Pacific Region and worked at the Centre for Research on Violence Against Women and Children. She was an adjunct professor at Simon Fraser University's School of Criminology and a research scholar at the Centre for Research in Women's Studies and Gender Relations at UBC. She just received a large federal grant to study media coverage of violence against women. She has an MA in sociology and a PhD in communication studies from Simon Fraser.

Linda Kay (Journalism)

Linda Kay has been a fixture in Concordia's Department of Journalism since 1990, teaching several courses a year and directing the graduate program. She spent five years as a reporter at the San Diego Evening Tribune, where she won a Pulitzer Prize for spot news reporting, and nine years as a sportswriter at the Chicago Tribune. She continues to freelance to a variety of publications, including Newsweek. Linda has a journalism degree from Syracuse University and a graduate degree in media studies from Concordia.

Rhona Richman Kenneally (Design Art)

Rhona Richman Kenneally has been teaching material culture and design history and theory in the Department of Design Art since 1999 and the School of Architecture at McGill since 1996. She is currently finishing her PhD from the McGill School of Architecture.

Sun-Bin Kim (Economics)

Sun-Bin Kim is an expert in labour trends. His latest research examines how participation in the labour market is affected by variables such as unem-

ployment insurance policies, minimum wage regulations, unions and welfare systems. A native of South Korea, Kim has BA and MA degrees in economics from Korea University in Seoul, and a PhD from the University of Pennsylvania.



Daniel Dagenais and Valérie de Courville Nicol, both new hires in Sociology/Anthropology.

Gary Kynoch (History)

Gary Kynoch is an expert in African studies. His research has focused on the history of gang warfare and urban violence in South Africa. He spent the past year in South Africa documenting the relationship between police and residents in Soweto. While he was abroad, he also lectured at Johannesburg's University of Witwatersrand. Canadian-born, Kynoch has a BA from Queen's University and MA and PhD degrees from Dalhousie.

André Lecours (Political Science)

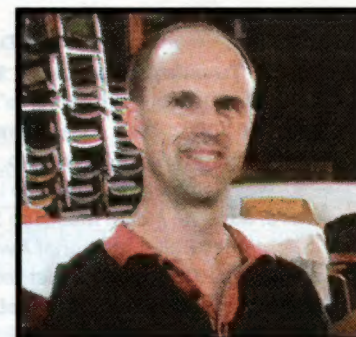
André Lecours is a specialist in comparative politics and international relations, focused on the nationalist movements of Western Europe. He has BA and MA degrees in from Université Laval and has just completed his PhD at Carleton University. His thesis was entitled *Political Institutions, Elites and Ethnonationalism in Western Societies: Belgium, Spain and Canada in Comparative Perspective*.

Martin L. Martens (Management)

Martin L. Martens is a doctoral candidate at the University of British Columbia. His primary research interests combine neo-institutional theory and initial public offerings, and also include organizational responses to the natural environment and activist groups. He worked as a newspaper production manager in Honolulu, Hawaii, where he earned his MBA.

Rosanna Maule (Cinema)

Rosanna Maule has a doctorate from the University of Iowa. Her work has centred on critical theory, cultural studies, film theory and history and feminist



Adam Radomsky (Psychology), Isabelle Dostaler (Management), Martin Martens (Management)

Office of Rights and Responsibilities

REPORT FOR THE TWO-YEAR PERIOD 1999-2001

Introduction

The past two years were the most active and demanding of any since the Office of Rights and Responsibilities opened in 1996. In 1999/2000, in addition to her usual responsibilities, the Advisor agreed to serve as acting Ombudsperson for eight months while the position was temporarily vacant. This doubled the usual caseload and required a major effort to bring her knowledge of academic rules and regulations up to a level where she could respond effectively to inquiries. It also involved a temporary move into the Ombuds Office space. However, the experience was rewarding, and the knowledge gained invaluable.

The events of the year 2000/2001 consumed much time and energy. The primary event was the conflict that arose on campus when the Palestinian/Israeli situation became critical in the fall of 2000. The situation was made more challenging by the activities of the Concordia Students Union (CSU), which was active in the conflict. Adding to the load was a 50-per-cent increase in the number of cases and the disruption caused by the move into shared office space with the Ombuds Office.

This report is somewhat different from previous reports, in that it concentrates on the Code itself, and the role of the Advisor, which have received unprecedented exposure as a result of the above-named events in the past year. This prompted a reflection on the scope and limitations of the Code, in illustration of which certain cases and events were singled out. These reflections are timely for several reasons.

First, the Middle East conflict and student activism on campus have brought the Code and the Advisor's role into an unaccustomed limelight, which in turn has raised questions about the Office of Rights and Responsibilities. Since it appears that these events will be ongoing in the upcoming year, it is well that the community should have a clear understanding of what the Office of Rights and Responsibilities is supposed to do. Second, these reflections should also help to prepare the ground for the upcoming first cyclical review of the Office of Rights and Responsibilities. Last, a current project to make much-needed amendments to the Code has been stalled. It is hoped that this report will help move the process forward.

The Year 1999-2000

Despite the temporary move into the Ombuds Office from July 1999 to February 2000, there was no reduction in the

number of cases in 1999/2000. It was an average year in terms of both the number and the type of cases. Two of these cases stand out, one because of questions it raises with regard to Code procedures, the other because of its absorption of time and energy and its illustration of the Code's procedures for dealing with behaviour which is assessed as potentially dangerous.

Student complaints against faculty: procedural questions

The first case, a protracted one involving allegations of sexual harassment against a faculty member, illustrates some long-standing concerns with regard to the Code's procedures when students make complaints against faculty members. These concerns have been discussed with members of the senior administration, who are not unsympathetic. However, the nature of the university's contractual relationship with employees makes it difficult to find a solution.

When complaints are made against employees, the Code defers to the collective agreement, which supersedes all other regulations or policies when determining whether there is misconduct which might entail disciplinary measures. This is different from the Code's procedures for adjudicating complaints made against students in which the matter is heard by a panel of the Student Hearing Board, before which both parties have an equal chance of presenting their case. Up until recently, the hearing process has worked well. The student panelists take their work very seriously, and the fact that a volunteer lawyer from outside the university chairs the hearing seems to inspire confidence that the process will be fair. The chair does not vote, but he or she does ensure that the hearing is orderly and that the evidence is weighed correctly. Furthermore, either party to a complaint has the right to appeal on certain grounds.

When the complaint is made against a staff person or a faculty member, however, the matter is forwarded to the authority who is responsible for discipline under the collective agreement of the person complained against. The procedure is particularly problematic when a student makes a complaint against a faculty member. It should be emphasized that the concern relates to the process, which has some disadvantage for both parties to the complaint, and not with the prompt and professional manner in which deans and occasionally the provost have responded to these complaints.

First, there is no hearing as such, so neither

party has the opportunity to cross-examine the other – they present their cases in separate interviews. This is certainly easier for the student, but it denies the faculty member the opportunity to meet his or her accuser face-to-face. Secondly, in the case of a complaint against a full-time faculty member, if the dean is of the opinion that disciplinary measures should be considered, the case is forwarded to the provost. The student is therefore obliged to repeat his or her story all over again. It may not stop there: various other steps may prolong the process beyond the student's sojourn in the university. Further, there is no appeal for the student, whose right to internal recourse is exhausted when the authority makes a decision. The faculty member, however, may grieve and even go to arbitration, which step might still require the participation of the student, with no potential benefit to him or her.

It is never easy for a student to complain against a faculty member. So far, the only such cases filed under the Code have concerned allegations of sexual harassment. The great majority of complainants come forward not because they seek a remedy for themselves, but because they don't want other students subjected to the behaviour in question, and feel that only a formal process can accomplish this end. They are often disillusioned, however, as the process unfolds, and finally conclude that it was not worth it, even when they "win" the case. Finally, for those who have to handle such complaints, there is no step-by-step, university-wide procedure to follow. Understandably, they seek counsel from the university lawyers, and in the process, the focus becomes avoiding future legal action; it is now the university's case, rather than the student's, whose interests are no longer the focus of proceedings.

Managing potentially dangerous behaviour: a case illustration

Although cases that fall under the section of the Code concerning urgent measures (articles 71-77) are not frequent, they may last for months. This is particularly true in situations where behaviour becomes disruptive because of a mental health problem. The case selected here dominated the year 1999/2000 and involved many members of the community. It was an unusually disturbing case, because of the individual's apparent inability to understand the impact of his behaviour or the response to it. From the point of view of the Code, however, it was a successful example of how the system for managing potentially dangerous behaviour

works. Part of the challenge in these cases is to balance the rights of the individual with those of the community: when community safety is in question, if the university is going to err, it should be on the side of caution. However, the Code sets out procedures that protect the individual from arbitrary action and ensure that decisions are based on the best information available.

In this instance, as frequently happens, the case management team had no medical diagnosis to guide it, and therefore had to base its strategies on informed guesswork. While confidentiality precludes describing the details of the case, it can be reported that it involved a violent incident, which, following the procedures of the Code, resulted in an emergency suspension and a charge of violent and threatening behaviour (article 18). The subsequent hearings to deal with the charge were painful for all concerned, but chaired with compassionate firmness by the Code's volunteer lawyer and adjudicated with impressive thoughtfulness by the student jurors.

The individual, however, was convinced that he had been unfairly treated, and embarked on a lengthy campaign to have the case reviewed. For the remainder of the year and into the next, he visited numerous offices without prior notice, where his behaviour caused considerable uneasiness. The strategy in these cases is to set up a communication link with all those involved (or likely to be involved) with the case. The flow of information, both in and out, is then centralized through the Advisor's office. This enables the case management team (which had been convened after the violent incident) to monitor the individual's behaviour and review its strategy in the light of any change. The Advisor keeps everyone "in the loop" informed of the strategy and updated on any new developments. To the extent that it is possible to predict the individual's actions or pattern of behaviour, the team can also plan for a variety of contingencies and prepare those "in the loop" to respond effectively.

This coordinated approach supports individuals who may be affected by the behaviour, helps to prevent new incidents and if all goes well, contains the situation until it is ultimately resolved. Cases involving mental health problems, however, may be expected to resurface from time to time in response to the fluctuations of the illness. One unavoidable effect of the system is that the identification of a situation as one that poses a potential risk to others tends, at least initially, to raise anxiety among those involved. The challenge is to maintain vigilance while at the

CONTINUED ON NEXT PAGE

CONCORDIA UNIVERSITY

Office of Rights and Responsibilities

REPORT FOR THE TWO-YEAR PERIOD 1999-2001

CONTINUED FROM COVER

same time reassuring those affected. Most university members who have been caught up in one of these cases have expressed their appreciation of the support they received and for the sense that they were included in the management process.

Although it is never possible to guarantee that someone will not resort to violence, Concordia's system does help to make case management effective. For the "safety net" to work properly, however, it is vital that everyone who is involved in any way with the case cooperates by sticking to the response strategy and reporting any new developments. Any safety net is only as strong as its weakest link.

The Year 2000-2001

The second year of this report entailed almost a 50-per-cent increase in the number of recorded cases, which is unprecedented in the life of the Code. The increase was mostly in complaints of harassment, discriminatory harassment, discrimination and theft or vandalism. (See Appendix I, table 1) Some of these cases arose out of the Middle East conflict which erupted on campus, and which, together with increased activism by the CSU, dominated the second year covered by this report. In order to explain the Office's role in these events, a summary of the activities pertinent to this report follows.

Conflict and activism

When the Palestinian/Israeli situation flared up in the early fall of 2000, echoes were felt at Concordia, which has large Palestinian and Jewish populations, many members of which have very close ties with the region. As the conflict heated up so did support for, or opposition to, the events increase among the wider community, both inside and outside Concordia.

The conflict played out through various activities, some of them occurring on campus, while others, like protest marches, spilling out into the streets of Montreal. On campus, information tables were set up on an almost daily basis, displaying not only written materials but also film and video footage of a graphic nature. Tensions rose and complaints started to be heard: these were either from students, staff or faculty, and directed mostly to the Dean of Students' Office or the Office of Rights and Responsibilities, or from members of the public and directed to senior administrators. As the on-campus conflict escalated, so did an underlying climate of fear that the situation might erupt into violence.

Some of the complaints were about the

content of the materials that both sides displayed, which were considered to be inaccurate, offensive, or discriminatory. Others were about incidents of racial or ethnic harassment – students made offensive comments to each other in the heat of a demonstration, or as they passed each other in the corridors. Some complaints of theft or vandalism were also received when students alleged that someone from the other side was seen tearing down their posters. There were allegations that Concordia had become hostile to the Jewish community, and counter-allegations that Arab and Muslim students were being subjected to systemic racism.

The CSU was involved in these events throughout the year. The charge of systemic racism against Arab and Muslim students was brought forward by the CSU who called for a commission of inquiry into the matter, on the grounds that existing structures to deal with complaints were ineffective or that students had lost faith in them. Controversy arose over the CSU's decision to act on a motion calling for a general assembly to debate UN resolution number 242, concerning the occupied territories. The assembly was finally held on November 28, and took place without incident although the atmosphere was tense. There was also tension between the CSU and the student newspaper *The Link* over the paper's editorial decisions, which started with the paper's coverage of the misappropriation of CSU funds and continued with the Middle East crisis. This tension spilled over into allegations and counter-allegations of harassment and intimidation.

The response to events

From the start, the Advisor and the Dean of Students worked in close cooperation, in order to develop a consistent approach to maintaining calm. Every strategy and decision was based on one basic principle, namely that freedom of speech must be protected, but that university members were responsible for exercising that right in a civil manner. The Rector gave his full support to this approach and insisted that complaints be channelled through the university's existing structures, refusing to respond to vague or generalized allegations. At the same time, he made it very clear that personal harassment or acts of a racist or ethnic nature against individuals, or threatening or violent conduct would not be tolerated.

As the situation became more polarized, the main tactic was to encourage both sides to maintain an open dialogue. Meetings were organized between representatives of participating groups, and eventually a mediator was brought in to facilitate the process. A primary goal was to assist the parties in developing their own guidelines for the type of materials that were being distributed at information tables. From the outset, both the Dean and

the Advisor took a firm stance against being asked to censor these materials, on the grounds that they were political opinion pieces. It was not always easy to explain to students who were extremely upset at what they considered the offensive nature of these materials that to be offended was not the same as suffering discrimination. They were encouraged to voice their own opinions in response, as publicly and frequently as they wished. Although some progress towards setting guidelines was achieved at the beginning, the attempt broke down as positions became more polarized.

Meanwhile, complaints were increasing. The Office of Rights and Responsibilities received 15 complaints (out of 167 for the year) arising out of these events.

Six of these alleged verbal harassment of a racist or ethnic nature: In five of these cases, the complainant was either unable to identify the perpetrator, or recognized the person by sight but was unable or unwilling to obtain a name. It was therefore not possible to process these complaints. The fifth involved an allegation of personal harassment in response to which an attempt at informal settlement was attempted. When this failed, the complainant indicated an intention to file a formal complaint, which the Advisor refused on several grounds. This decision is currently under appeal.

Three complaints were about written opinion pieces – two concerning the content of materials used at information tables and one concerning an article in *The Link*. The Advisor's response was that these materials might offend some people, but they did not constitute discrimination as defined by the Code and that its proceedings could not be used to censor opinion.

A faculty member who had received anonymous hate messages by e-mail after publishing an op-ed piece on the Middle East situation was given advice as to how to pursue the matter, although there was no evidence that the perpetrator was a member of the university.

A student complained of disrespectful treatment by a professor, which was perceived as racially motivated. The outcome of the ensuing formal investigation by the appropriate authority found disrespect but no racist intent. Letters of apology were exchanged.*

A student complained of having an article about the Middle East conflict refused for publication by *The Link*, which decision was felt to be discriminatory. The response was that the Code does not have jurisdiction over the internal affairs of *The Link*, which is a separate legal entity from the university.

Several students complained that their posters for an event were torn down by "the

other side." They had also complained to the Dean of Students. This led to discussions with both sides and the attempt to set up guidelines as described above.

A student complained that the Dean of Students had been racist in allowing a Jewish counter-protest to remain in the Hall lobby during the CSU's general assembly. The student was informed of the procedure to use in order to make a complaint and referred to the Vice-Rector Services. The student did not pursue the matter.

A student complained that his failure to receive graduate grants was because of the racist attitude of an employee. Investigation revealed that the relevant decisions were made by a committee, not the employee, and that the student had failed to meet the criteria of the granting agencies.*

(*These two complaints are mentioned here because in both cases the allegation was that the racism was anti-Arab in nature.)

In addition to the above, the Advisor received approximately eight incident reports, forwarded by Security, all of which were followed up in case any further action was required. Considering Concordia's large population, the actual number of complaints was relatively small. Although letters to the student newspapers at the time reveal that students not actively involved in the conflict were starting to become irritated by what they considered excessive political activity, most of the complaints that came to these offices were from committed participants in the conflict. The silent majority, for the most part, remained silent.

As the above list of complaints reveals, many of the complainants had to be told that the Code could not respond to their complaints. However, the Advisor took the time to listen to the students' concerns, to acknowledge their sense of outrage at events, to discuss the broader situation with them, and to explain the scope and limitations of the Code. An effort was made to differentiate between the expression of an opinion, however offensive to some, and personally targeted harassment. The university's repugnance for racist attacks was emphasized. Questions of jurisdiction were explained. Some were encouraged and went away feeling supported and with a better understanding of the issues. Others were not satisfied and expressed their frustration that the university would not "do something."

The Code of Rights and Responsibilities and politics

The above information has been provided in some detail partly for reasons of transparency; given the seriousness of the events, the community deserves to know what was

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done in response. However, the main point is to illustrate the relative powerlessness of the Code to intervene in an emotionally charged, highly political situation. This is not because the Code is seriously flawed. Rather, it has to do with the expectations of the protagonists in the conflict. Feeling passionately justified in their cause, they are not in search of an impartial process. Perhaps without even being aware of it, they want the authorities to come down on their side, to use their powers to deal with the other side. In the heat of emotion, they have difficulty accepting or understanding that the Code and the Advisor are, and must remain, essentially disinterested, and make their appeal to the person, rather than the officer. But the incumbent, who surely has feelings and opinions of her own, must resist the impulse to respond to such an appeal.

The bottom line is that the Code's area of jurisdiction concerns misconduct against persons or property and the Advisor must accept or reject complaints accordingly. If a complaint does not fit the definitions or the jurisdiction of the Code, it should be re-directed if possible, or simply declined. The Code should never be massaged to respond to partisan complaints, or amended to respond to partisan interests.

Student Hearing Board procedure

The procedures of the Code are being put to the test in yet another way by political action on campus, in this case those regulating the Student Hearing Board. Although the case that has prompted these comments is still ongoing, and as such would not normally be subject to comment in a report of this nature, the questions that it raises about the Code's procedures are relevant now. The intent of the following observations is to examine the scope and limitations of the Code itself, not to comment on the case. Only that information which is needed in order to comment on the Code has been provided. Since the case is a matter of public record, the normal requirements of confidentiality do not apply.

A complaint was filed in the winter term against two students who were alleged to have mounted a protest against the displays of the Canadian Forces and the Canadian Security Intelligence Service (CSIS) during a recruiting fair held on campus. Normally, hearings under the Code take two or three hours at most, because the complaints are not complicated and the evidence not voluminous. In this case, nothing in the documentary evidence suggested that the hearing would not follow the usual pattern. There were two public incidents and eyewitnesses willing to testify as to the identity of the perpetrators and the nature of the incidents. The complainant had to prove that the persons charged were indeed

the perpetrators and that their actions met the criteria of the definitions under which the complaint was filed.

However, the respondents chose to mount a purely political defence. They attended the first session accompanied by a group of supporters who pressed for an open hearing, to which the complainant ultimately agreed. Two lengthy sessions took place during the winter term, of which the first was taken up entirely with pre-hearing motions made by the respondents. At the third session, which was ultimately suspended due to the illness of the chair, the respondents were accompanied by a self-described "anarchist band" consisting of several masked individuals carrying black anarchist flags and pounding on drums. At the time of writing, it has not been possible to schedule the next hearing and the incidents at issue are now six months distant. In the context of a university, through which the majority of the population passes relatively quickly, this is a long time.

The volunteer chair, a lawyer external to the university, gave the respondents liberal opportunity to present their defence, much as a court of law would do. He also did what he could to keep the process moving forward, and the atmosphere fair and orderly. However the chair of the Student Hearing Board does not have the authority of a judge to enforce rulings or impose order.

A hearing is not a judicial process. It is an administrative process based on the principles of natural justice, which enables the university to deal with allegations of student misconduct and to allow students a fair chance to defend themselves before a panel of their peers. For the process to work, there must be some willingness by all parties to abide by the procedures. When a case takes on a political flavour, and the Code itself and the integrity of the officers who implement it are challenged as a defence strategy, the process starts to founder.

Again, this is not necessarily a flaw in the Code which can or should be corrected: the purpose of these observations is simply to draw attention to the limited ability of the Code to intervene in any and all situations that might arise on campus. It is only one instrument available to the university.

The role of the Advisor

The events of the past year were also a test for the Advisor, both personally and in terms of her role. As the situation became more polarized, so did the demand for action become more vociferous. One of the first casualties of extreme polarization is trust: in this case, trust in the university, its officers and its rules and policies. They are perceived as functioning together *en bloc*, in obedience to other interests, the protection of which require the suppression of free speech and

political protest (suggesting a capacity for tactical planning that would be flattering were it not so far from the reality).

This phenomenon is not new in the history of the world, and there is no reason why things should be any different at Concordia. Knowing this, the officers soldier on, but this does not mean that it is not taxing and disheartening to be constantly in a state of negative reaction. It is particularly hard when in addition their integrity is publicly impugned. Added to these effects at the time was the constant concern that there would be violence, and the cautioning impact that this possibility had on decision-making.

This was the context in which the Advisor endeavoured to fulfil her mandate during the year. It was not only challenging, but it also created expectations that the role could not fulfil. Most members of the university are probably not familiar with the Advisor's role until and if they need assistance. In the light of the current context of political conflict on campus it is perhaps as well to refresh the community's understanding of what the Advisor is supposed to do.

The *Code of Rights and Responsibilities* separates the advising function from the adjudication of complaints. The Advisor does not judge, her functions are impartial. However, impartiality does not imply that she should not assess the nature and seriousness of the presenting problem or complaint, or use her expertise to assist the complainant to choose the most effective method of remedying the problem. Further, she has a specific obligation to determine whether a given complaint falls within the jurisdiction and definitions of the Code and whether it is "trivial, frivolous, vexatious or made in bad faith." (Article 23)

The power to screen complaints is a tricky one, and must be used advisedly. Determining whether something is frivolous or trivial, which in an everyday sense are somewhat subjective concepts, can be a challenge. The Advisor must distance herself from any personal reaction, and apply instead the "reasonable person" test when making the determination, a concept that is not always understood. This discretion is most difficult to apply when a complainant is politically motivated or seeks revenge, both of which occasionally occur. Complainants have argued on more than one occasion that there is a "right" to make a complaint, that if they feel harassed or discriminated against, then they are, and a complaint must proceed. This is not so. Community members may use the Code to complain about misconduct if their complaint fits the Code's criteria. The Advisor must apply those criteria to the best of her ability, but this responsibility always leaves her vulnerable to accusations of personal or political bias, if not incompetence. However, her decision is not final, it may be appealed through the specified process.

The role is most clearly defined with regard to the reception and processing of formal complaints and the steps to be taken when reports of threatening or potentially dangerous behaviour are received. In practice, such cases represent only a fraction of the total (although they may take up a disproportionate amount of the Advisor's time.) The majority of cases fall into the informal category and here the range of assistance or advice that may be provided is limited less by procedure than by the experience and skill of the incumbent.

The present Advisor has developed the approach of first asking the complainant to articulate what would remedy the problem for him or her, and then working back through the range of available options to try and determine which method of resolution would be the most likely to achieve the desired outcome. This approach enables the complainant to see more readily that a formal complaint, which is always adversarial, may not produce the desired result in every case. He or she might win the battle but lose the war, especially if the respondent is a co-worker or classmate. The humiliation and resentment of the "losing" party is likely to re-fuel the old conflict, which will probably find new and perhaps more subtle channels to assert itself. A less adversarial approach may mean that the complainant has to take some responsibility for resolving the problem, but can in the end be much more rewarding.

For example, when a student, after coaching from the Advisor, successfully confronts a faculty member who has been flagrantly rude, and does so in such a way that the faculty member is not defensive and even apologizes for the behaviour, the student has not only resolved the complaint but has learnt a valuable skill for the future. When an employee succeeds in resolving a long-standing conflict with a fellow worker through successful negotiation, the workplace is improved both for the antagonists and those around them. When a professor seeks advice concerning disruptive behaviour in the classroom, and then deals with it successfully, he or she has not only solved the immediate problem but will be more likely to prevent future ones.

Needless to say, not every attempt results in a successful outcome, but enough do that many consultations are the result of someone being referred by a former "satisfied customer."

Not every situation lends itself to this informal self-help approach. Allegations of serious misconduct, or behaviour which threatens the safety of others, or some situations where the respondent is in a position of authority over the complainant, should always be dealt with through a formal process, so that individual rights are protected, fair treatment ensured

CONTINUED ON NEXT PAGE

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CONTINUED FROM PAGE THREE

and misconduct appropriately sanctioned.

The final characteristic of the role to be noted is the independence that flows from an arm's length relationship with all other administrative structures. This independence is necessary to protect the role from undue administrative influence or control. This independence, together with the advisor's discretionary powers, must be tempered by accountability, both personal and structural. The former depends on the integrity of the incumbent; the latter is prescribed in the Code, through the right of users to complain about unsatisfactory service and cyclical reviews of the Office of Rights and Responsibilities.

Conclusion

The present Advisor has always conceived of the Office of Rights and Responsibilities as a community resource, that is, a place to obtain guidance, assistance and support. This view is in contrast to the common misconception of the Office as some kind of community police station, where the staff lie in wait for malefactors. In this season of discontent, it is important to emphasize once more the positive aspects of the mandate, which is, to quote the Code's preamble, to help keep the university environment "safe and civil." It is even more important to clarify that safety and civility do not exclude dissent, however harsh. Without dissent, there is no academic life. To take the issue further, it must also be said that safety and civility do not exclude the

likelihood of being offended on occasion. The reference is, of course, to offensive opinions, and not offensive behaviour. In fact, the view from this office is that if a student or employee leaves the university without ever having been offended by an opinion, the university is probably falling down on the job.

This report wishes to re-emphasize its view that the *Code of Rights and Responsibilities* is not a panacea for dealing with every form of disruption, conflict, misconduct or threat on campus. It is important that it not be subjected to any modification that might change its essential nature as an unbiased, administrative process free from interference from any quarter. The amendments which are being proposed in the current project initiated by our General Counsel are of a "housekeeping" nature. Every good policy, if it is to be respon-

sive to the changing structures and habits of its home institution, needs regular dusting and polishing. The Code of Rights and Responsibilities is no exception. Amendments need to be made soon, so that the Code works as well as possible for the benefit of all the community – it is important that the project not be held up for partisan reasons.

In closing, the Office of Rights and Responsibilities would like to encourage members of the university who may have comments, questions or concerns about this report or any other aspect of its operation, to write, call or visit. Your contribution is welcome.

Sally Spilhaus
Advisor on Rights and Responsibilities
August 2001

APPENDIX – COMPARATIVE CASE STATISTICS FOR TWO-YEAR PERIOD

The period under review was unusual in several ways. The first year was an average one, in which the number and type of cases followed a pattern established over several years. This was surprising, given that the Office of Rights and Responsibilities was more or less hidden in the Ombuds Office for eight months of the year. The second year showed an unprecedented increase in the number of cases, part of which is directly attributable to the complaints which arose out of the Middle East conflict on campus.

Table 1: Number of cases by type

Every contact is logged as a case, for want of a better term to embrace the large variety of inquiries, reports, consultations and complaints which make up the daily fare of the Office of Rights and Responsibilities. Cases vary widely in terms of the response time they require, ranging from a couple of telephone calls to months of activity.

The following table classifies cases according to the definitions of misconduct found in the Code of Rights and Responsibilities. However, between a third (1999/2000) and a quarter (2000/2001) of the cases recorded cannot be classified in terms of the Code's definitions. Cases classified as "other" (university jurisdiction) are those involving conduct which occurs on campus but which do not fit the definitions or jurisdictional sphere of the Code. The most typical example of such cases would be a professor seeking advice on how to handle a student who is being disruptive in class. Many of these cases have to do with behaviour which is overtly rude or aggressive or intimidating, but which falls short of a pattern of harassment or threats as defined under the Code. Time spent advising how to manage such behaviour helps to prevent escalation of the problem, and improves the skills of staff and faculty members.

Cases classified under other (external) are those over which the university has no jurisdiction, but where the Advisor has the exper-

tise to offer some guidance and support. Examples are a student who is being sexually harassed at her place of work, or a staff member who is being stalked by an ex-spouse.

Tables 2 and 3: Number of cases by status of the parties involved

Statistics concerning the principal parties involved in a complaint are classified according to: 1) the person who reports the problem or makes the first contact with the Office of

Rights and Responsibilities and 2) the person whose behaviour is in question. It is encouraging to note that when a problem is reported by an administrator, faculty member or staff person, it is frequently in order to ask for advice on how to manage a problem rather than to make a complaint.

TABLE 1: NUMBER OF CASES BY TYPE

TYPE OF PROBLEM	1999-2000	2000-2001
Art 15 (discrimination)	2	14
Art 16 (harassment)	19	51
Art 16 (discriminatory harassment)	3	8
Art 17 (sexual harassment)	16	16
Art 18 (threats or violence)	9	7
Art 19 (vandalism or theft)	0	5
Art 75 (urgent measures)	1	0
Art 76 (potential for danger)	24	27
Other (university related)	36	32
Other (external)	1	7
TOTAL	111	167

Notes:

- Art 16: Harassment may be either personal, or discriminatory, i.e. based on one of the charter grounds (such as sex or religion or race)
- Art 19: This article enables the university to respond internally to alleged theft or vandalism, whether or not there is simultaneous police action.
- Art 75: refers to a situation where an emergency case management team has assessed that someone's behaviour threatens the safety of others
- Art 76: obliges members of the university to report behaviour which they have reasonable grounds to believe might endanger others
- Other problems within jurisdiction of university: concerns about behaviour which cannot be classified under one of the Code's definitions.
- Other problems not within jurisdiction: e.g. someone seeking advice for an off-campus problem, or one of the parties to the conflict is not a member of the university.

TABLE 2: NUMBER OF CASES BY STATUS OF THE PARTIES INVOLVED

PROBLEM REPORTED BY	1999-2000	2000-2001
Administrator	13	22
Faculty member	32	42
Staff member	26	40
Student	38	60
Other	2	3
TOTAL	111	167

TABLE 3: NUMBER OF CASES BY STATUS OF THE PARTIES INVOLVED

SUBJECT OF COMPLAINT	1999-2000	2000-2001
Faculty member	29	25
Staff member	13	25
Student	55	81
Other	14	40
TOTAL	111	171

*Occasionally a case involves allegations of misconduct by more than one person, hence in 2000-2001 the number of subjects is greater than the number of cases.

TABLE 4: NUMBER OF CASES BY RESPONSE

RESPONSE	1999-2000	2000-2001
Report for information only	12	12
Advice or assessment	48	83
Referral elsewhere	7	16
Informal intervention	31	22
Formal complaint filed	3	15
Risk assessment by team	1	1
Emergency response	2	0
Other	7	18
TOTAL	111	167

Notes:

- Report for information only: Reports made about behaviour which is causing concern but where no action is required. Usually, the person making the report is seeking advice about managing the situation.
- Advice or assessment: Consultation is specifically for advice or the assessment of a problem.
- Referral elsewhere: After ascertaining the facts, decision is to refer – frequently to one of the student services, sometimes to the Ombuds Office, etc.
- Informal intervention: The Advisor actively assists in the attempt to resolve the matter, or refers it to the Dean of Students for a meeting, the outcome of which may be a verbal warning.
- Formal complaint filed: Complaint must fit one of the Code's definitions.
- Risk assessment by team: Team assesses a reported risk situation, but concludes that no emergency follow-up required.
- Emergency response: Situation managed by emergency case management team.
- Other: Usually involves a variety of responses, spread over a period of time.

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criticism. It examined contemporary Italian and French literature and culture and their relation with contemporary authorial cinema, especially from independent and women filmmakers.

Stacy McManus (Management)

Stacy McManus is a doctoral candidate at the University of Tennessee, and is a research associate at the Harvard Business School. Her research on organizational mentoring relationships has been published in the *Journal of Vocational Behavior*.

Csaba Nikolenyi (Political Science)

Csaba Nikolenyi is a specialist in comparative politics and political economy, with a focus on non-Western democracies. He has a BA from Memorial University of Newfoundland and MA and PhD degrees from the University of British Columbia. He spent last year at Concordia as an LTA, teaching introductory courses in International Relations, International Political Economy and American Foreign Policy.

Adam Radomsky (Psychology)

Adam Radomsky studies behavioural disorders such as obsessive-compulsive disorder, panic disorder, impulse control disorders and phobias. A native of Toronto, Radomsky is currently completing a PhD in clinical psychology from the University of British Columbia. He spent the past year at Harvard Medical School, where he completed a predoctoral internship in clinical psychology.

Karen Ruckman (Management)

Karen Ruckman has an MA from Queen's and a PhD from UBC. Her research focuses on strategic international business issues, technology spillovers, multinational location choice and mode of entry into a foreign market.



Hans Georg Schreckenbach (Chemistry/Biochemistry) with his son Max, **Andreas Arvanitogiannis (Psychology)** with his wife, Cecilia Flores, who also recently earned her PhD from Concordia.

Francesca Scala (Political Science)

Francesca Scala returns to Concordia eight years after completing an MA in public policy and public administration. She recently completed a PhD Carleton University and has vast experience working in governmental organizations, including Environment Canada, the National Agriculture Environment Committee and the Canadian Labour Force Development Board. She has taught also political science at Carleton and the University of Ottawa.

Georg Schreckenbach (Chemistry/Biochemistry)

Georg Schreckenbach is an expert in computer chemistry and computer physics. He studied at technical universities in Berlin and Dresden, and completed postdoctoral fellowships at the University of Calgary and the Los Alamos National Laboratory in New Mexico. He arrives at Concordia from the Daresbury Laboratory in Wales, U.K., where he was employed as a computational chemist.

Bart Simon (Sociology)

Bart Simon taught in at Queen's University. He specializes in social theory, sociology of knowledge



and sociology of science, technology and communication. He has a BA in cultural studies from Trent University, an MSc in sociology of scientific knowledge from the University of Edinburgh, and a PhD from the University of California at San Diego. He is currently a co-investigator on a major research project exploring surveillance, risk and social order in a global information society.

Katharine Streip (Liberal Arts)

Katharine Streip comes to Concordia from the Honors Program at the University of Wisconsin, Milwaukee, where she spent three years teaching comparative literature. Her research examines the relationship between laughter, comedy and literature. She has published articles in *Representations* and *Paraglyph*. She has MA and PhD degrees from the University of California at Berkeley and taught at Stanford.

Thomas Walker (Decision Systems/MIS)

Thomas Walker is a native of Germany and a graduate of the Technical University of Darmstadt, Germany. His research interests are in IPO underpricing, securities regulation and litigation, and ARCH/GARCH modelling.

Carsten Wrosch (Psychology)

Carsten Wrosch comes to Concordia from the Carnegie Mellon University in Pittsburgh, where he spent the past two years on a postdoctoral research fellowship. Previously, he received an MA and a PhD from the Free University of Berlin and was a postdoctoral researcher at the Max Planck Institute for Human Development, both in his native Germany. His main research interests include life-span psychology, motivation, personality, health and adaptation to societal change.

Gerald Zavorsky (Exercise Science)

Gerald Zavorsky is a former national track athlete in the 800 and 1000-metre events whose teaching and research are in fitness assessment and exercise interventions. He has an MA in exercise physiology from McGill University and a PhD in experimental medicine from the University of British Columbia.

Xiaowen Zhou (Mathematics/Statistics)

Xiaowen Zhou focuses on the study of measure-valued stochastic processes, including super Brownian motion and stepping-stone models, which are used to trace a population's genetic composition. Zhou has BSc and MSc degrees from Zhongshan University and a PhD in statistics from the University of California at Berkeley. He spent the past two years at the University of British Columbia's Department of Mathematics, where he was a postdoctoral fellow and lecturer.

Photos by Christian Fleury

NEXT ISSUE:
New tenure-track faculty in
Engineering and Computer Science

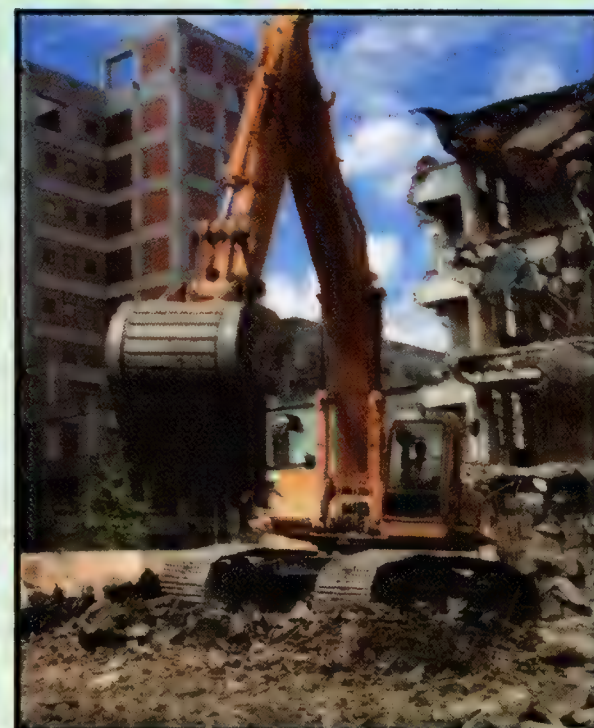
Building begins at Concordia



Science complex takes shape

IT'S BEEN A DUSTY, NOISY, BUT PRODUCTIVE SUMMER at Concordia's Loyola campus, as construction began on the \$85-million science complex. Several hundred people turned out for the groundbreaking ceremony on the first hot day of the summer, June 15 (photo, above). Part of the Bryan Building was demolished over the summer. It will be incorporated into the new building.

Lines of communication were established with residents in the normally quiet Loyola area, to try to minimize the disruption. Excavation is ending this week. The next step is to pour cement. You can watch the progress of the science complex from the comfort of your desk, thanks to a webcam at <http://buildings.concordia.ca/webcam>.



Le Quartier site razed

DOWNTOWN, at what has been dubbed Le Quartier Concordia, the York Cinema was demolished in late August to make way for a new engineering/visual arts building. Excavation of the site will probably start early in 2002.

More information about Concordia's building projects is available on Concordia University's web site: <http://buildings.concordia.ca/>.

New Journal of Irish Studies is lively and accessible

BY DANA HEARNE

The Canadian Journal of Irish Studies, launched anew at a reception in the Centre for Canadian Irish Studies in early June, adds new lustre to Concordia's Irish studies program.

"The Journal is taking a new path, and incorporating a new Canadian dimension," said Michael Kenneally, interim director of the Centre.

The striking cover was created by Jennifer de Freitas of Concordia's Department of Design Art.

It shows the illuminated tower of the administration building on the Loyola campus, surrounded by the flags of Canada, Quebec and Montreal, suggesting the dissemination of knowledge and the extent of the

Irish diaspora in Canada.

The lighthouse in Youghal, County Cork, seen on the page of contents, would have been the last sight of their homeland for thousands of emigrants fleeing the Great Famine in the mid-19th century.

The goal of the journal — to be a forum for scholars and others — has not changed since it was established in 1973, but its reach has been extended.

A look at the first issue shows that while it continues to be a refereed academic journal with impressive Canadian and international editorial boards, it also reaches out to the informed general reader. New findings in scholarly research will be published, as well as articles of a more general interest.

This issue includes a number of contributions by Concordians, including an interview with actor Stephen Rea (*The Crying Game*, *Guinevere*) by Carole Zucker (Cinema), and a photographic essay by Kathleen O'Brien (Design Art) and Sylvie Gauthier, an Irish Studies student, on the contributions of the Irish to Montreal.

Among other articles on literature, history, geography, economics and politics, volume 26 no. 1 of the Journal includes a profile of Irish-Canadian merchandising giant Timothy Eaton by University of Guelph history professor Kevin James, and an extensive 43-page book review section.

Professor Ron Rudin, a historian of Quebec and Ireland, thinks the jour-

nal will be an important vehicle for the publication of scholarly work by Concordia graduate students. He is a member of the Journal's editorial board, as are geography professors Patricia Thornton and Robert Aitken.

For Professor Zucker, who is the author of several books about actors and directors, having the Journal at Concordia makes it more accessible, and she likes its broad reach. "I like the idea of having my work more widely read."

An annual subscription to the Journal costs \$25, and memberships in the Canadian Association for Irish Studies, which includes the Journal and a newsletter, ranges from \$25 annually for students and seniors to \$75 for a family membership.

The Centre for Canadian Irish

Studies co-ordinates academic courses in 12 departments on more than 25 subjects, as well as sponsoring an annual lecture series.

Students are offered courses in history, literature, Celtic Christianity and women's studies, among others. Enrolment has always been high, and Kenneally anticipates that by September 2002, Concordia will be offering a minor and a certificate in Canadian Irish studies.

For further information about the Journal or the Centre, call Donna Whittaker at 848-8711 or email cdnirish@alcor.concordia.ca.

Dana Hearne teaches Irish studies and women's studies at John Abbott College and Concordia, and is pursuing a graduate diploma in journalism at Concordia.

Accord with Palestinian university

Concordia has just signed an agreement of co-operation with An-Najah National University (ANNU), located in the territory under the Palestinian Authority. It provides for exchange visits of up to three months by professors in engineering and computer science. ANNU is recommending five students for graduate studies here.

Over the summer, Concordia's Centre for International Academic Co-operation has arranged visits by delegations from a number of countries.

In June, 20 prospective students and several officials from Saudi Arabia visited the university. In July, a delegation visited from Hunan University, in China, and a group of young high school students visited from Italy. In August, Concordia welcomed the president of Hashemite University, in Jordan, seeking placement of PhD students at Concordia.

The university recently signed agreements of academic co-operation with Vellore, (India), the International University of Japan, and three Australian institutions, the Royal Melbourne Institute of Technology (RMIT), Monash University and the University of South Australia.

CIAC director Balbir Sahni reports that thanks to increased coordination among the faculties and schools, the number of international exchange students has increased from 258 in 1997-98 to 433 this year.

However, despite a 100-per-cent increase over last year, only 64 Concordia students so far are studying at other institutions this year under international academic agreements. Last year the ministry of education created "student mobility" bursaries to encourage Quebec students to broaden their education by doing up to two terms outside Quebec, and Sahni encourages students to respond. For more information, please call the CIAC at 848-4987.

Over the summer...

Artstravaganza, the Faculty of Fine Arts' annual spring fundraiser for scholarships, was the vernissage of work by photography students under the title XX5. Sponsored by the Faculty's advisory board and the Photography Department, the event on June 6 included live dance and jazz on the lawn of the Visual Arts Building.

Mold is a hot topic these days. Concordia's downtown DeSève Theatre was the site of a conference on indoor air quality on June 15 for researchers and members of the construction industry. Concordia Biology Professor Paul Widden told participants that while engineers tend to think of a building as a

closed, controlled system, biologists see it as a complex, ever-changing environment of living organisms.

Hydro-Québec announced in June that it will provide \$4 million over the next seven years to create an institute in electrical power engineering in partnership with six universities. The public utility wants to ensure that there is a supply of young graduates to replace the engineers expected to retire in the next decade or so. At the institute, to be established next year at the École Polytechnique, students will be able to take the final year of their bachelor's degree in English or French. Charles Giguère, chair of Concordia's Electrical and Computer Engi-

neering Department, told the *Gazette* that Hydro-Québec intends to hire 25 of the 40 graduates expected each year.

Génome Québec has been launched under director Paul L'Archevêque and with the support of the Quebec government, Genome Canada and the relevant Quebec research organizations, including Concordia. It will coordinate research for health, agriculture, the environment, forestry and fisheries. L'Archevêque said its aim is to be one of the top 10 genetics research centres in the world by 2005. Genetics research at Concordia is led by Biology Professor Adrian Tsang.

In Memoriam

André Michalski

We regret the passing of Andre Michalski, who died in Toronto on June 15 after a courageous battle with cancer.

Dr. Michalski was born in Lodz, Poland, and studied in France and Costa Rica. He received a PhD in Romance languages and literatures from Princeton University. He was instrumental in setting up the Spanish program at Loyola College in the 1960s, and was chair of the Department of Modern Languages at Loyola from 1963 to 1965.

After Loyola, Dr. Michalski held teaching positions at Yale University, the University of North Carolina and Emory University in the United States, returning to Montreal in 1970 for various positions in McGill University's Hispanic Department; he was chair from 1979 to 1985.

After retiring from McGill University, he returned to Concordia as adjunct professor of Spanish during the late 1990s, and continued to be an inspiration to all his students.

Although trained as a medievalist, Dr. Michalski's long and distinguished career included publications on a wide variety of topics covering both continents and medieval, 17th-, 19th- and 20th-century Hispanic literature and culture.

A memorial mass will be celebrated on October 4 at noon in the McGill Chapel, 3520 University St.

Catherine Vallejo
Chair of Classics, Modern Languages and Linguistics

Concordia golfers turn out for fun and prizes

The Memorial Golf Tournament continues to set records for participation. This year's edition, held August 15 at the Hemmingford Golf Club, drew 225 golfers and an additional 25 dinner guests.

The tournament is always great fun, but it's also a fundraiser for much-needed scholarships.

This year, about \$3,000 was

raised. Competition isn't the main object, either, but congratulations to the winners:

Women's team: Marina Wolanski, Manon Cliché, Gail Grier and Carolle Poirier.

Men's team: Ted Hemming, Derrick White, Dave Batten and Glen Weir.

Mixed team: Jill Nofall, Alvin

Nofall, Doug Nofall and Bruce Orr.

The hardworking organizing committee comprised Dave Batten, Perry Calce, Marcel Danis, Michael Di Grappa, Allyson Nofall, Tony Patrio, Patricia Posius, Glen Weir, Rick Young and Steven Zulkarnian.

The genial master of ceremonies at the dinner was Randy Swedburg, chair of Applied Human Sciences.

Community organizers exchange views and ideas

There was quite a crowd on the Loyola Campus in late June, when the Institute for Management and Community Development held its annual Summer Program.

About 850 people from 270 community organizations took part in nearly 80 workshops given by trainers from all over Canada and as far away as South Africa. An audience of 300 enjoyed the opening session with author Naomi Klein (*No Logo*)

and organizer Laure Waridel.

More than 60 parents involved in education attended the Summer Program through the Third Avenue Resource Centre, of Montreal.

As a resident resource person of the Institute, David Beckwith, from the D.C.-based Center for Community Change, has been traveling across Canada and Australia to gather the views of organizers and activists.

They met in June for the first time as a group.

Twenty trainers and consultants in fundraising from across Canada and the United States met to launch the Network in Fundraising for Social Change, which the Institute will develop over the next year.

Next year will mark the 10th summer program and it is expected to include special events to mark the anniversary.

Assigning and bartering classrooms: all in a year's work

Enrolment is up 12 per cent, but where are all these students going to fit? In an institution chronically suffering from a shortage of space, the employees who are charged with finding the appropriate classrooms have learned ingenuity, determination and patience.

This is among Linda Hull's duties in the Office of the Registrar. She finds that at this time of year, crises, real or perceived, are endemic. When we talked to her on the second day of classes, she had just discovered that a classroom she was told had a capacity of 80 had room for only 60 students.

"People don't understand the ramifications of a little mistake like that," she lamented, but she was already on the way to solving the problem.

The process of assigning classrooms takes 11 months. It starts in October, when the faculties determine the maximum number of students in each course, at which campus it will be given, and when. Hull and her team of one start to analyze this data in January.

"Our biggest concern is ensuring



Classrooms are the business of Sandra La Fontaine (left) and Linda Hull.

that we have sufficient rooms to accommodate courses with enrolments of 60 or more students as there is no rental space available at that size to help us out," she said.

The university has nine rooms on the Loyola Campus and 21 on the downtown campus that will accommodate at least 60 students; the Alumni Auditorium, H-110, is not a teaching space.

"The majority of our classrooms will accommodate between 40 to 50 students, though, and we can rent

staff works

more if needed." On the downtown campus, Concordia rents classrooms at

O'Sullivan College, on Mountain St., for night classes, and the former Lasalle College, on Drummond St. for both day and evening classes.

One would think that Hull is looking forward to the construction of our new buildings. She is, but "it's getting from here to there that I'm worried about."

Because construction at Loyola has closed the Bryan Building, the university has temporarily lost 1,000

student seats, a staggering challenge for Hull's team. However, rooms have been rented in nearby St. Ignatius Church.

This process of trying to fit every class into an appropriate room is like horse-trading. "We sort of barter with the representatives of the Faculties to come up with the best solution," Hull said.

"There are many ways to go, depending on the flexibility they have: find a bigger room, trade rooms with somebody else, adjust the capacity of a course down or change the day or time. This can continue all during the months leading up to the start of term."

This year, for the first time, much of the planning is being done with computer software. What used to take three months can be done by the computer in about an hour, but special requests still take up staff time.

Some teachers want the same classroom they had last year, or they want the same room for two consecutive classes.

Many want high-tech classrooms.

"IITS is doing an incredible job of retooling the classrooms, but not everything is up and running for the first day."

The most popular times for classes are early evening. Mornings from 8:45 to 10 o'clock used to be the least popular, but that's changing, because it has to, Hull said. Friday used to be relatively class-free for most Faculties, but Engineering and Computer Science is busy on Fridays, especially since its enrolment has mushroomed.

Some complaints are not Hull's staff's responsibility — poor air, poor lighting, seats poached for another classroom, squeaky doors — but they must be handled patiently and reported to the appropriate person.

"We're on the front lines. It's incredible pressure to put on our scheduling assistant, Sandra La Fontaine," Hull said.

Finding space for exams can be less difficult, since the numbers are not so huge, but on the other hand, Hull said, twice the space is needed, because the students must be seated farther apart. —BB

Censored Corridart revisited after 25 years

This July, Montrealers marked the 25th anniversary of their city's staging of the Olympic Summer Games. There was another 25th anniversary that might have slipped by unnoticed had it not been for a team of archivists, curators and graduate students from Concordia.

A public art exhibit had been organized by COJO, the cultural arm of the Olympic committee, and it was the brainchild of Melvin Charney, a brilliant young artist and architect who was a committee member.

CORRIDART: dans la rue Sherbrooke was funky and eclectic. The works, many of them rough-and-ready installations of scaffolding, cloth and found materials, lined Sherbrooke St. from Atwater to the stadium at Pie IX. At intervals, there were giant orange fingers pointing to other art venues above and below Sherbrooke St.

However, when Mayor Jean Drapeau saw this sassy display, some of it satirizing himself, he was mightily displeased. He ordered city workers to tear it down. It had been erected, in some cases by the same workers, only days before, but on July 13, four days before the grand opening of the Olympic Games, it was destroyed.

The artists were profoundly shocked. A court case for damages ensued, which the artists lost. (The judge essentially agreed with the mayor that the exhibit was ugly.) Eventually, with the help of Drapeau's successor, Jean Doré, a financial settlement was reached.

Fast forward two decades: Nancy



Mémoire de la rue, a familiar image from Corridart, by Jean-Claude Marsan and Melvin Charney.

Marrelli is Concordia's archivist, with a mandate to collect Montreal visual history. In 1976, her husband-to-be, Simon Dardick, was involved with Véhicule Press, part of the Véhicule Art Gallery on Ste. Catherine St.

Véhicule was an important part of the art scene in those days, and was closely involved with Corridart. Eventually, the material from the Véhicule gallery was deposited in Concordia Archives when the gallery closed. Moreover, in 1996, when it became known that evidence from the court case was about to be destroyed, documentation, photographs and artworks were recovered and became part of the Concordia Archives.

Art History Professor Sandra Paikowsky and Marrelli launched a project to use this material to revive Corridart, its dramatic fate and its original vision, in time for the 25th anniversary. Graduate students in

Paikowsky's museology course did much of the research, continuing to work for months after their course ended last December.

Marrelli is entirely satisfied with the response to *Corridart Revisited: 25 ans plus tard*, held July 12 to August 18 at Concordia's Leonard and Bina Ellen Art Gallery.

"The visitors' book is just jammed," she reported afterwards. "People didn't just go through the gallery, they stopped and read the didactic material carefully."

Since much of the art was destroyed, only a few of the original works were available. The Concordia exhibit leaned heavily on plans, models and prototypes, plus photos, documentation and a videotaped interview with Charney, who is still a Montrealer, an artist and professor of architecture.

Why did l'affaire Corridart happen? It was a clash between an old-school civic administration that thought art had to be romantic or elegant, and a new generation of street-wise artists with a social message. Now, 25 years later, the city sponsors graffiti festivals, and thousands of Montrealers clamour to be photographed in the nude. Times have certainly changed.

The catalogue accompanying the Concordia show describes the legacy of this most ephemeral of art shows: "Corridart has been revisited in art exhibitions, art history theses, and publications on Quebec art of the 1970s. Regarded as an archetypal symbol of censorship, Corridart has not lost its place in the discourse of contemporary art." —BB

Concordia admissions on the rise

continued from cover page

FTEs (full-time-equivalent students) in so-called privatized programs have risen 29 per cent over last year across the university. The School of Business showed a 17-per-cent increase in privatized FTEs, and Arts and Science, a 34-per-cent increase.

Put another way, there were 121 new international students in Arts and Science programs at this time

last year, but this year, there are 187. Donald Chambers, who manages enrolment for Arts and Science, said the credit for this jump goes to more aggressive international recruitment, exposure to the university's web site, and excellent coordination among Concordia's marketers, admissions staff, academic advisors and others. "It's a huge effort from the whole university."

More prizes than ever at Shuffle 2001

The organizers of the Shuffle have introduced some changes to the venerable walkathon. Pledges can now be paid by credit card. However, tax receipts will only be issued for pledges of \$10 or more on an individual pledge form. Instead of pledging many Shufflers for \$5 each, try to pledge each Shuffler for at least \$10.

You can participate in the Shuffle even if you cannot walk on the day of the event, September 21. We encourage you to collect pledges from co-workers, colleagues, friends, and family. Walking or not, you will be eligible for an incentive gift based on the amount raised, and you'll be entered for the Grand Prize, to be drawn on Shuffle Day. (Unfortunately, you'll miss all the fun.)

This year, there's also a "thank-you draw." To qualify, you must collect all your pledges and hand them in by October 5. Prizes will be awarded to the biggest fundraisers in the following categories: faculty, staff, students and alumni. As well as the prizes, local celebrities will be on hand, and the Shuffle will be followed by the Rector's Reception. Be there!



All faculty and staff are cordially invited to the
Rector's Fall Reception
 Friday, September 21
 4 to 6 pm — right after the Shuffle
 Guadagni Lounge, 4th floor of Central Building
 Loyola Campus 7141 Sherbrooke St. W.

Two CSU activists fight their ban

BY BARBARA BLACK

Two activists with the Concordia Student Union have vowed to fight back with a petition and vigorous protests against their exclusion from Concordia property. However, only about 20 students seemed to be listening as they spoke on a sound system outside the busy Hall Building entrance one day last week.

Laith Marouf, a vice-president of the CSU, and Tom Keefer, a member of the CSU Council of Representatives, were informed of the ban through personal letters from the rector on August 20. They want a formal hearing into their case. The university suggested naming an independent fact-finder, but the men rejected that proposal.

The ban stems from an incident on July 20, when Concordia security guards apprehended Marouf for the second time in a week as he was spray-painting graffiti on the York Cinema, which is university property. They took him to the Hall Building, where he gave them his student ID and other information in the lobby, and Security called the police.

Then Marouf bolted for the escalator and took refuge in the CSU's offices on the sixth floor, which was occupied by about a dozen people, including Keefer. A physical confrontation ensued, in which a security guard was slightly injured, and the alleged death threat was uttered. The police arrived, but no arrests were made.

The affair has caused considerable comment, not only on campus, but in the media and among alumni, notably those in the Jewish and Arabic communities, since the graffiti was anti-Israel and pro-Palestine. The executive of CUFA, the Concordia University Faculty Association, supports the rector's decision (See Letters, page 4). Noam Chomsky, NDP MP and secondary education critic Libby Davies and at least one Concordia faculty member have expressed support for the students.

Marouf and Keefer claim that the ban was made without due process,



Laith Marouf, left, with Tom Keefer, outside the Hall Building

with no input from the witnesses to the incident. They want to be called before a Student Hearing Board under the university's Code of Rights and Responsibilities, which covers behaviour on campus.

The university says that the Code doesn't apply because Marouf and Keefer were not students at the time of the incident. Marouf was ineligible to be a student for academic reasons, and Keefer was an independent student not registered for any courses at the time of the incident.

Keefer is already appearing, with another student, before a Student Hearing Board as the result of a complaint filed under the Code over an incident last February. During a recruiting session on the mezzanine, tables for the Canadian Forces and the Canadian Security Intelligence Service were overturned.

So far, two hearings have been held into that case. They were marked by a highly vocal presence on the part of CSU supporters, including numerous procedural motions, and the appearance of a masked "anarchist band" beating drums. Keefer has denounced the Student Hearing Board, which consists of three volunteer student jurors and a lawyer, as a kangaroo court.

Also this summer, the CSU-recognized student group, Solidarity for Palestinian Human Rights, requested

from the university the use of the green space at the corner of Guy St. and de Maisonneuve Blvd. for a bazaar and the start of a protest march on Saturday, Sept. 15.

Organizers said they anticipated 27,000 to 30,000 participants. The university refused permission, saying that the space would only hold about 2,700 people and they were concerned about safety. The protest march was still scheduled to take place until it was postponed in light of Tuesday's tragedy in the U.S.

University administrators say it is ridiculous to present the banning of Marouf and Keefer as being politically motivated, and that it relates to an incident involving an assault and a death threat.

For its part, the CSU bases its support of the Palestinian cause on a referendum passed by students last spring that supports a United Nations resolution condemning Israel.

Last Monday, the CSU executive made public a taped phone call to CSU offices on August 25 in which a caller claiming to speak for the Committee to Eradicate Palestine said, "You are all targets now." CSU president Sabrina Stea said MUC police are investigating.

David Bernans, a CSU employee, said Marouf and Keefer will be named "honorary students" so that they can continue with their duties.

Falun Gong student held 33 days in China

Ying Zhu, a 35-year-old undergraduate student in international business at Concordia, was held for 33 days in solitary confinement when she tried to visit her ailing mother in Gaungzhou, China, apparently because she belongs to a new religious movement.

Zhu held a press conference June 22, on her return to Montreal, and subsequently walked from Montreal to Ottawa to draw attention to the plight of fellow Falun Gong, or Falun Dafa, practitioners.

Falun Gong prescribes a program of medication and exercise as a means to achieve health and serenity. Concordia has an active branch of the movement.

At her press conference in June, Zhu said that support from Canadians had probably helped secure her release, and singled out Concordia for praise. Rector Frederick Lowy wrote a letter of protest to the Chinese government when he heard of Zhu's imprisonment.

Just before travelling to the mainland, she had taken part in a demonstration in Hong Kong to protest the suppression of the Falun Gong movement in China. The organization is regarded by Chinese officials as a dangerous cult.

The Falun Dafa Association of Concordia subsequently took part in Montreal's Canada Day parade on July 1. It was led by Ying Zhu, carrying a large Canadian flag. She also took part in a walk from Montreal to Ottawa in support of persecuted fellow practitioners.

The Falun Gong movement was started in 1992 by Li Hongzhi, known as "Master Li." It goes back to the traditional Chinese concept of *qigong* (qi means vital energy, and *gong*, to practice or cultivate).

As the movement has grown, the opposition of the Chinese government has increased. After a surprise demonstration in Beijing in early 1999 by 10,000 adherents, the movement was banned. Since then, a number of people have died as a result of their affiliation with Falun Gong by refusing medical treatment or committing suicide; exact numbers are hard to determine.

While Falun Gong has no priests or administrators, its adherents have mounted an effective publicity campaign in support of Ying Zhu and others, garnering the support of influential Westerners, including Canadian MPs and the governor-general.

Religion Professor Susan J. Palmer, who specializes in the study of new religions, has been looking closely at Falun Gong for several years. In an essay posted by *montrealgazette.com* on June 9, she wrote about a Falun Gong "experience-sharing conference" she attended in Ottawa in May, at which Master Li made a surprise appearance.

"The novel aspect of this event was that Master Li was urging his disciples to stop being victimized, and to participate in a cosmic war that is being waged on many planes," Professor Palmer wrote.

"The experience-sharing speeches I heard just a year ago tended to focus on miraculous healings, on resolving conflicts at home or at work, on moral reform through upgrading. Now, the overriding concern [is] to 'sufocate the evil.'

"This is understandable, considering the extraordinary cruelty and violence perpetrated against these sincere and upright people, their families and friends. There is a heroic, inspiring aspect to Falun Gong's brave struggle for justice.

"And yet — I find something appalling in the fact that more than 200 people have chosen to place themselves in a situation where they have died horrible, painful deaths."

'Getting to Know U' gives new Concordia students a start

BY ELIOT BUCHAN

A new orientation program was launched at Concordia this year to help students find their feet. Getting to Know U Days may have been just what the doctor ordered for some new arrivals.

Marius Chapuis said, "Yes, I feel lost, but it's also fun — it's like a game for me!" The 21-year-old from the outskirts of Paris arrived only a week ago. Not only is he settling into a new country, he's about to start political science classes using a language that he has never studied in before.

Chapuis was one of nine new students being guided around Concordia by peer orientation leader Donna Pinsky on the Friday before classes started. Twenty-nine similar groups of students had met for a day that week as part of the new program.

Students with similar interests were grouped together, based on information gathered from a questionnaire. The accent was on informality, and included tours of both campuses.

Bonita Squires tried to make sense of the multitude of services, clubs and facilities being presented to her in the 13 floors of the SGW campus.

"It feels like a maze. Can we get a map? Oh, I guess you get used to it," she said.

Squires, originally from Vancouver, has just been accepted into the linguistics program.

Charles Hérou, a PhD student in computer science, recently jumped ship from the Université de Montréal. He was also trying to get a handle on proceedings. "It's a lot of information early on, and it's hard to remember."

However, despite any information overload, the day appeared to be unfolding to plan.

"The idea is to help students feel

connected, first in getting to know each other and then in getting to know the university," explained program coordinator Marlene Gross. Many of the students who drop out in the term are those who feel disconnected from the university life around them.

As the day progressed and conversation became more frequent and relaxed, there were signs of budding friendships.

Student counsellors involved in the project can also testify to its success.

At the end of the final day, Wanita Jones recounted how one student

wrote that they had made four friends and submitted phone numbers as evidence.

Pinsky may have her own way of gauging the success of the program. She told how a hapless new student from a previous year had spent considerable time and energy tracking down the esteemed academic Carl, obviously to no avail. (CARL is the acronym for the Concordia Automated Response Line.) That's the kind of frustration she and her colleagues are working to prevent.

Eliot Buchan is newly arrived from Australia, and is taking the Graduate Diploma in Journalism.

Concordia Stingers on a high entering Shrine Bowl

BY JOHN AUSTEN

"Strong legs run so that weak legs may walk."

That's the motto of the annual Shrine Bowl charity football game, which sees Montreal's two university teams — the Concordia Stingers and McGill Redmen — lock horns to raise money for the Shriners Hospital for Children. This year's game will be played on Saturday at the Concordia Stadium, beginning at 1 p.m.

"We always look forward to playing against McGill, and of course, it's all about raising money for the kids," said Stinger head coach Gerry McGrath. "I'm sure there will be a big crowd on hand. Montrealers should support university football and a cause like this."

The Stingers will be riding a big high after opening the season last Sunday with a 20-8 upset win over the Laval Rouge et Or before more than 18,000 fans in Ste. Foy. Laval was the No. 2 ranked team in Canada before the game.

Meanwhile, McGill was beaten 12-8 by the Bishop's Gaiters on Saturday.

Last year's Shrine Bowl between McGill and Concordia produced a record charitable donation of \$50,102 in net proceeds for the hospital.

The Montreal Shrine Bowl began 14 years ago, when Stingers coach Skip Rochette and Grant Peterson, a Karnak Shriner, helped plan the event, trying to duplicate the successes of similar games held in the U.S.

This Bowl game not only increases awareness of the Shriners Hospital and its free treatment of burn victims and disabled children, but it also showcases the caliber of Canadian university football.

Among the former Shrine Bowl participants are three players who went on to play in the National Football League, including Concordia's Mark Montreuil and McGill's J.P. Darche and Randy Chevrier. Others include four players with the Mon-

treau Alouettes, including ex-McGill stars Michael Soles (a two-time Shrine Bowl MVP) and offensive lineman Ryan Coughlin, plus former Concordia standouts André Bolduc and Sylvain Girard.

One of the players that football fans will get to see this year is veteran Stinger quarterback Jon Kronmeyer.

Kronmeyer, 22, is six foot three and weighs 196 pounds. McGrath says his main quarterback is healthy and ready to go.

"Jon has come a long way since he first arrived here as a 17-year-old," said McGrath. "He had a tough time last year, but he wasn't the only one. He's a great kid with lots of talent. If he can get a good start there is no telling how far he and the rest of his teammates can go."

Kronmeyer, who is specializing in Leisure Sciences, says he's not making any predictions. "I think our downfall last year was predicting this and predicting that," he said. "I do know that if we stay mentally focused we'll be competitive."

Second-year Stinger Christian Giguere is also optimistic. "I love it in Montreal," said the native of St. George de Beauce. "And I'll love it even more if we can win a lot of football games this year. We have a good

team, and the players and coaches should be more in sync this season."

We just want to get on with it. Hopefully, a lot of people will be talking about the Concordia Stingers this year."

STINGERS GAMES

FOOTBALL

McGill vs. Concordia - SHRINE BOWL - Sept. 15, 1:30pm
Laval vs. Concordia - HOMECOMING GAME - Sept. 22, 1pm

WOMEN'S SOCCER

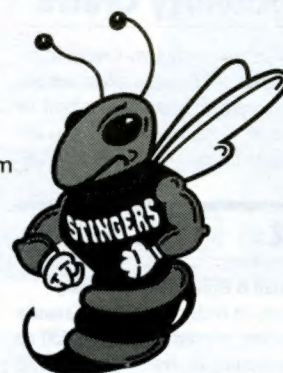
Concordia @ Bishop's - Sept. 15, 1pm
Montreal vs. Concordia - Sept. 16, 1pm
Concordia @ UQAM - Sept. 21, 7pm
Laval vs. Concordia - Sept. 23, 1pm
Concordia @ Sherbrooke - Sept. 28, 7pm

MEN'S SOCCER

Montreal vs. Concordia - Sept. 16, 3pm
Concordia @ UQAM - Sept. 21, 9pm
Laval vs. Concordia - Sept. 23, 3pm

WOMEN'S RUGBY

McGill vs. Concordia - Sept. 12, 4:30pm
Concordia @ Sherbrooke - Sept. 23, 3pm



Not yet registered? Here are some courses for all tastes

BY ANNA BRATULIC

Concordia's course calendar includes all sorts of intriguing courses, and here's just a sample.

Personal finance is popular online

Personal Finance started in the fall of 1999 and was the first course in the Finance Department to be offered over the Internet.

"Lots of people were coming up with courses online, and I wasn't impressed because there was no the-

ory to guide the design," says Associate Professor Arshad Ahmad.

For his PhD dissertation in education, Ahmad devised a theoretical model and used it to create his Personal Finance course. It has evolved to include such tools as simulations and communications software.

The course attracts about 400 students every term, and Ahmad does not put a cap on enrolment. While that may seem like a hefty load for one teacher, Ahmad has designed the course so that much of the teaching

is delegated to other specialists. For example, students can e-mail relevant questions to company executives and other experts.

Sport, fitness and the law

"People now know that they have rights. They used to get injured and would just pass it off. Today, they'll take you to court," said Professor George Short, who will be teaching this course.

The daily newspaper headlines are proof: Knowledge of the law has become crucial for sports administrators. This course will look at a variety of legal cases from a North American perspective, dealing with such issues as mandatory drug testing, rights of the disabled, AIDS and sports, and gender equity.

Short says that, in general, Canada is following the American propensity to litigation, and since pleading ignorance of the law does not stand up in court, people can find themselves in a lot of hot water if they don't know the basics.

The first part of each class will feature one facet of sport law, and the second part will look at a specific case. The final project requires students to take a topic discussed in class and apply it to a real or hypothetical situation. For example, the student may decide to develop an AIDS program for a sports organization.

Learn to paint from life

How is painting a person different from painting a tree? In addition to the technical and formal aspects of painting from life, there is a psychological dimension, says Professor

Leopold Plotek.

"You don't look at a tree and wonder what it's thinking, but you do look at a woman (or man) and wonder what they're thinking."

His course Calme, Luxe and the Model is in its fourth year, and allows students with a serious interest in painting from life the opportunity to work with models. The techniques and changing aesthetics of works from Delacroix to Picasso will be discussed and critiqued, but most of the time will be spent on oil painting.

The unusual title of the course is derived from a poem by Beaudelaire. Plotek is not too fond of the name, because it can mislead people to think that the scope of feeling model painting can depict is limited to pleasure and enchantment. "Art focused on the human body expresses not just delight, but tragedy and longing as well."

Photo journalism for scribes

There was a time when newspaper rooms were staffed with "two-way men" who played the role of both reporter and photographer, but by the late 1960s, increased specialization meant that reporters wrote and photographers snapped.

Lack of money might see the old two-way rise again. Low-budget community papers cannot afford to hire a separate photographer. As a consultant to the Quebec Community Newspapers Association, Michael Dugas gets to speak to the editors of local publications.

"Publishers have been telling me that when they hire a journalist, they notice that these people can't shoot

[pictures]. But who better to do it, when you think about it?"

Students taking the course Photo Journalism will be provided with digital cameras (which the industry uses almost exclusively nowadays) and will be expected to go out into the field and e-mail back good shots.

Eye-opening data on plants

Did you know that belladonna, a poisonous perennial, was used by women in the Middle Ages to enhance their eyes (hence the name, "beautiful lady")? The plant produces alkaloids known as atropine. Even today, ophthalmologists use it to open our eyes wider during check-ups.

And did you know that certain plants produce a steroid called diosgenin that affects the nervous systems and blood supply of herbivores, but that this same compound is used as an active ingredient in birth control pills for humans?

"Plants use these compounds as their own defense mechanisms. We use these compounds the same ways that plants do," said Professor Bhindi Mangat, who teaches Plants and Your Health.

The course, which is in its second year, will cover basic plant biotechnology with emphasis on the pros and cons of genetically modified plants, medicinal plants and herbs, and aromatherapy for the non-biology student. For many of those enrolled, it will be their first academic venture into the world of biology and chemistry.

New daily events calendar available online

A new online calendar of daily events at the university is available for consultation at www.concordia.ca/calendar. It is also available from the Concordia home page under News and Events.

Lise Tavares, of Information Services, encourages you to use the online calendar, and to contribute to it. You can do this by filling out the online form, or by dropping by the Information desk in the Hall Building or the Security desk at Loyola with your notice.

The Daily Class Cancellation page has also been revamped and can still be found through the Information for Current Students quick link.

Concordia to hold open house on October 28

Concordia will hold an open house aimed at potential students on Sunday, Oct. 28, on both campuses.

From 10 a.m. to 5 p.m., all faculties and departments, as well as all student service areas will be on view, with special displays. Some labs and classrooms will be open, and Concordia's performing arts and cinema students will show their work.

5th Annual Concordia Used Book Fair

October 3 and 4 • Mezzanine of the Hall Building

Something for everyone, from textbooks to mysteries to cookbooks!

All proceeds this year go to the Campus Ministry Emergency Food Voucher Program for students.

More new courses in the next CTR.

the back page

Events, notices and classified ads must reach the Public Relations Department (BC-115) in writing no later than Thursday, 5 p.m. the week prior to the Thursday publication. For more information, please contact Debbie Hum at 848-4579, by fax: 848-2814 or by e-mail: ctr@alcor.concordia.ca.

September 13 - 27

Applied Psychology Centre

The Applied Psychology Centre in the Department of Psychology offers confidential psychotherapy and assessment for adults, couples, families, children and teenagers. By appointment only. 848-7550.

Art

Leonard & Bina Ellen Art Gallery
Monday to Friday 11am-7pm; Saturday 1pm-5pm; closed Sundays. 1400 de Maisonneuve W. Free. Info: 848-4750.
• *Raymonde April: Tout Embrasser*. Until Oct. 20.

CPR classes

Environmental Health and Safety
For more information, contact Donna Fasciano at 848-4355 or visit our web site at <http://relish.concordia.ca/EHS/>.

Saturday, September 15
BLS Re-certification
Tuesday, September 18
Heartsaver (6-10pm)
Friday, September 21
Heartsaver French
Sunday, September 23
Heartsaver Plus
Wednesday, September 26
Heartsaver
Thursday September 27
Heartsaver (6-10pm)
Saturday, September 29
Baby Heartsaver

Campus Ministry

<http://advocacy.concordia.ca/ministry/>.
Loyola: Belmore House, L-WF 101, 2496 W. Broadway, 848-3588; SGW: Annex Z, rooms 102-106, 2090 Mackay, 848-3590.

Mother Hubbard's Cupboard

Every Thursday night from 5-7pm in Annex Z (2090 Mackay), room 105, Mo' Hubbs is serving up nutritious, delicious vegetarian meals. All Concordia students, their roommates or family are welcome. The suggested donation is only a looney or two.

Dreams & Our Journey to Wholeness
A seven-week workshop on dreamwork: Learning or deepening skills to "tend" and understand your dreams, the vital window to the soul and psyche. Wednesdays 2:30-4pm, beginning Sept. 26. For information: Michelina Bertone SSA - 848-3591.

Buddhist Meditation

Includes meditation instruction and sitting. Beginners always welcome. Annex Z, room 105, Wednesdays 5:15-6:45pm.

The Lunch Bunch

Bring a brown-bag lunch and Campus Ministry will provide coffee, tea and hot chocolate, a friendly atmosphere, as well as a chance to meet new people. Mondays 12:30-1:30pm, Annex Z, room 105.

Experiencing the Sacred in Your Everyday Life

Join our weekly sessions of visualization/meditation on God's word in the psalms and gospels. Input and creative expression are a part of the process. Tuesdays, noon to 1pm, beginning Sept

25. Annex Z, room 105. For more information: Michelina Bertone SSA - 848-3591.

Reflections

A time to build community with like-minded people, be introspective, reflect on the past week, learn some new ways to incorporate spirituality into your daily living. Tuesdays 2:30-4pm, Annex Z, room 105. For more info: Ellie Hummel - 848-3590 or email hellieh@alcor.concordia.ca.

Outreach Experience:

A program of volunteer service...
Share your gifts and talents with the marginalized of our city - among our elderly, our sick, our youth and our homeless. For more information Michelina Bertone SSA - 848-3591 or Ellie Hummel - 848-3590 (hellieh@alcor.concordia.ca).

Eucharist in the Loyola Chapel

Daily at 12:05pm and Sundays at 11am, the Eucharist (RC) is celebrated in the Loyola Chapel (next to the Administration Building). Everyone is warmly welcomed.

Building Bridges

An eight-week program of group visits with inmates at the Federal Training Centre in Laval. The group leaves from Annex Z at 6pm on Monday evenings. Orientation meeting Monday, Sept. 17 at 2pm, in Annex Z, room 105. Visits begin Monday, Sept. 24. Advanced registration is required. Contact Peter Côté - 848-3586 or pecote@vax2.concordia.ca.

World Youth Day 2002

A once-in-a-lifetime experience! An international, multicultural gathering of Catholic youth from more than 150 countries. Montreal: July 18-21, 2002. Toronto: July 22-28, 2002. Information meetings Sept. 18, 19 noon to 1pm Annex Z (2090 Mackay), room 105. Bring your lunch, beverages provided. Contact Michelina Bertone, SSA - 848-3591.

Concert Hall

Oscar Peterson Concert Hall, 7141 Sherbrooke St. W. Box office hours: Monday-Friday, 10am-noon, 2-5pm. Reservations through Admission at 790-1245 or <http://www.admission.com>. For more listings: <http://oscar.concordia.ca>.

Thursday, September 13
Arts and Science student awards, 7pm.

Counselling and Development

SGW: H-440, 848-3545;
Loyola: 2490 W. Broadway, 848-3555.

Student Success Centre

Drop by H-481 to discover the strategies needed to have a successful university career.

Smart Start

Attention new students: Get on track for university success. Stop by H-481 to make your appointment.

Learning from lectures: notetaking

Learn notetaking strategies to help you record, integrate and retain course material. Wednesday, Sept. 12, 1:30-3:30pm; Monday, Sept. 17, 5:30-7:30pm. Register in H-481.

Smart test-taking strategies

Learn strategies for taking multiple-choice, essay and problem-solving exams, as well as ways to manage exam anxiety. Wednesday, Sept. 26, 1:30-3:30pm; Monday, Oct. 1, 5:30-7:30pm. Register in H-481.

Employee Assistance Program

The Employee Assistance Program (EAP) is a voluntary, confidential counselling and information service for full-time, permanent university employees and their families. 24 hours a day - 7 days a week. 1-800-387-4765 (English) 1-800-361-5676 (French)

The Concordia Employee Assistance Program (EAP) has a new and improved Web site. Full-time, permanent employees of the university are encouraged to access the site to find helpful information about counselling services, lunch seminars, newsletters and much more. Visit us at <http://eap.concordia.ca>.

Legal Information

Concordia's Legal Information Services offers free and confidential legal information and assistance to the Concordia community. By appointment: 848-4960.

Lectures

Friday, September 14
John Owen (University of Virginia) on "Transnational Liberalism and American Primacy." 11am, H-767, 1455 de Maisonneuve W.

Thursday, September 20
James Donnelly (University of Wisconsin-Madison) on "Recent Historians and the Great Irish Potato Famine." 8:30pm, H-435, 1455 de Maisonneuve W. Sponsored by the Department of History and the Centre for Canadian Irish Studies.

Meetings & Events

GSA orientation week

Events include a BBQ today from 11am-2pm at the Guy Greenspace; GSA and industry presentations from 10am-5pm Thursday and 10am-7pm Friday, at the GSA building, 2030 Mackay St. Graduate students are invited to a wine and cheese party from 5-7pm.

Appreciative inquiry workshop

A two-day workshop October 19-20, on the theory and method of appreciative inquiry, particularly as it applies to change agents trying to create change in organizations. Dr. Gervase Bushe will lecture on "Appreciative Inquiry: A Positive Process for Transformational Change in Social Systems." Contact Susan Dinan at 848-2273.

Frontier College Students for Literacy at Concordia

Are you interested in promoting and improving literacy in the community? We are recruiting university students to be part of this non-profit, volunteer-run team which organizes literacy activities and tutoring. Please join our team by calling

848-7454 or email stu4lit@alcor.concordia.ca.

Concordia Toastmasters Club

Would you like to be a successful, confident communicator? Learn to conduct business meetings, motivate people, do job interviews, sell ideas or products, and solve problems in an informal setting. Contact Lawrence A. Moore, 483-2269, or la_moor@alcor.concordia.ca.

The People's Potato

The People's Potato is delighted to announce the opening of our new kitchen and serving space on the 7th floor of the Hall Building. See you there! E-mail: peoplespotato@tao.ca.

Lyric Theatre Singers

Seeking singers for the 2001/2002 season, beginning Sept. 10. Monday evening rehearsals are held in Snowdon. Under the musical direction of Bob Bachelor. Call 934-6026 for information.

Mary's Recovery

English/French non-profit self-help groups for women seeking help in dealing with fear, anger, stress, depression, anxiety, panic attacks, and phobias. Meet weekly. Call 933-1904.

Free meditation classes

Taught by Devaki Groulx, leader of the Sri Chinmoy Meditation Centre for over 25 years and author of The ABCs of Meditation. For beginners. Starts Sept. 18 for four consecutive weeks 7-8:30pm, Old Montreal, near Square Victoria Metro. Call 489-5692.

Self-esteem through assertiveness

A support group downtown to discover your inner strengths, eight weeks beginning Sept. 19, 6:30-8:30pm. Call Gail at 937-5351 ext. 240.

Single again

A support group downtown for separated or divorced men and women, 10 weeks beginning Sept. 17, 6:30-8:30pm. Call Gail at 937-5351 ext. 240.

Vision of life

A support group downtown looking at changing and improving your life. Introductory workshop Sept. 15, 1-4pm, \$10; program group, Sept. 27-Nov. 15, 6:30-8:30pm, \$100. Call Gail at 937-5351 ext. 240.

Fathers and the school system

A workshop with information on the role of fathers in schools and the rights of children. Today from 7-9pm, downtown. Call Carolyn at 937-5351 ext. 237.

Notices

Working group on discourse, theory and interpretation

The first discussion of the year will be led by Maurice Charland on Sept. 21, 2:30pm, Hingston Hall, room 334. More dates and speakers to follow. Information: pvanwyck@vax2.concordia.ca.

Graduate fellowship sessions

Students registered in the last year of undergraduate studies and planning to pursue graduate studies, or students enrolled in a graduate program looking for sources of funding are urged to attend one of these sessions on the major granting agencies (FCAR, NSERC, SSHRC) and other fellowships. Friday, Sept. 14, 12-1pm, H-760; Monday, Sept. 17, 1-2pm, H-762; Tuesday, Sept. 18, 11am-noon, H-762.

NSERC site visit

General information session and application Workshop for Faculty. September 19, 9-11am, H-549-39. RSVP 848-4888.

FCAR information session

FCAR representatives will be on campus to go over the rules and regulations for their scholarship competitions. Wednesday, Sept. 19, 10:00-11:30am, GM-302. All students who will be applying to FCAR (Fonds pour la Formation des Chercheurs et l'Aide à la Recherche) are encouraged to attend. This session will be given in English.

CUPFA PhDs Discussion Meeting

Members of the Concordia Part-Time Faculty Association who possess a doctorate are invited to a session to discuss issues of concern to those possessing a PhD, including those related to research, hiring and the university. Wednesday, Sept. 26, 5pm, 2150 Bishop St., K-103. Contact Steve at 695-6550 or e-mail concordia@look.ca.

Visiting Scholar

The visiting scholar of the Institute of Canadian Jewish Studies at Concordia, Richard Menkis, will offer the graduate course: RELI 697H - Scholarship, Identities and Community in Canadian Jewry, January 14-25, 2002, 10am to 12:30pm. Interested members of the community should contact Dr. Menkis, c/o Dr. Norman Ravvin Dept. Religion, Concordia University, FA-101, H3G 1M8, or phone 848-2065.

Office of Rights & Responsibilities

The Office of Rights and Responsibilities is available to all members of the university community for confidential consultations regarding any type of unacceptable behaviour, including discrimination and personal/sexual harassment, threatening and violent conduct, theft, destruction of property. 848-4857, or drop by GM-1120.

Ombuds Office

The Ombuds Office is available to all members of the University for information, confidential advice and assistance with university-related problems. Call 848-4964, or drop by GM-1120.

Peer Support Centre

Become a volunteer

Interested in becoming a volunteer at the Peer Support Centre? You would learn about communication, problem-solving, university resources, being part of a group and lots more. It's challenging, often fun, and a way to be helpful to other students. Drop by the Peer Support Centre, 2090 Mackay, or call 848-3590.

Unclassified

Home for rent

St Laurent, furnished, all appliances included. Four bedrooms, finished basement, two bathrooms. Detached bungalow in quiet area. Call 942-4279.

Furnished apartment

Two-bedroom upper duplex, very bright, two skylights, completely renovated and very well situated - Jeanne Mance near Laurier. Looking to rent it furnished and fully equipped from September to the end of May (flexible). Ideal for visiting professor. Tel. 278-3547.

Apartment to share

Room in a two-bedroom apartment in NDG, for another female. Bounded by Fielding, Somerled and Walkley avenues. Included are furniture, heating, electricity, hot water and occasional snacks or breakfasts. Shared living room, kitchen and bathroom. Laundry in building. Bus 10 minutes (No. 51) to Loyola. SGW via No. 102 to Vendome Metro then No. 104 or 138 express to Atwater Metro. You must pitch in cleaning, but I will provide cleaning supplies. \$400/month, no lease. Contact Marcia at 485-1836.

Downtown condo for sale

On Drummond St., 11th floor, two bedrooms and bathrooms, balcony, indoor garage and pool, sauna, rooftop sundeck, river and mountain views, 24h doorman and video security. Early occupancy. Call 282-0338.

Kathleen Business Services

Able to type quality term papers, essays, thesis, reports, etc. for \$1.25 per page.

Call 487-1750. Also produce resumés and more.

Literary editor wanted

Professor or student needed to edit and rewrite a novel in literary English language. Call 845-7227.

Volunteers needed

The Good Shepherd Senior Centre is urgently looking for the following volunteers: experienced cooks, drivers, grocery shoppers, and visitors for seniors in hospitals or in their homes. Must be available during the day (visits can be done on weekends). One day per week (minimum two to four hours). Contact Anna at 933-7351.

Van for sale

1997 red Grand Caravan Sport, fully loaded, four captain seats, mags, double air conditioning, very clean, A1 condition, 114K, one year warranty left. \$14,500 negotiable. Call 595-6795.

Moving sale

Silver tea/coffee service, loveseat, armchair, walnut dining set, little-used king-sized bed with teak headboard, two side tables and a dresser, two single beds with foam mattresses and wooden frames, maple chest of three drawers, corner hutch, four wooden chairs, lamps, TV, pottery pieces, wall prints, ornaments, 50-year-old Singer sewing machine and stool, ornaments, kitchen dishes, glasses, pots, pans, clothes, linens, trays, luggage school supplies, new legal file cabinet, plus more. Call 282-0338.

For sale

Oak upright apartment piano, rebuilt and unused, in excellent condition. New Aria #00892 guitar and case. Call 282-0338.

For sale

Glass-top table with four chairs, very good condition; asking price \$200. Oak computer desk, \$25, exercise machine, \$15. Call 595-6795.

Workshops

Computer workshops

Please visit the IITS training web site to find out about our various computer workshops and to register: <http://iits.concordia.ca/services/training>.

Library workshops

All workshops are hands-on (computer lab). Workshops at Vanier Library (Loyola) are in room VL-122, workshops at Webster Library (SGW) are in room LB-203. Sign up in person at the Reference Desk, by phone (Vanier: 848-7766; Webster: 848-7777) or from our website (<http://library.concordia.ca> - click on "Help & Instruction").

- **Intro to the Libraries: CLUES and our website** (2 hours): Webster Library: Thursday, Sept. 13, 6 pm; Wednesday, Sept. 3 pm; Thursday, Sept. 27, 10 am.
- **Searching for articles using databases** - in library and from home (2 hours): Webster Library: Tuesday, Sept. 18, 3 pm; Wednesday, Sept. 26, 6 pm. Vanier Library: Tuesday, Sept. 25, 3 pm.
- **Two for one:** sessions combining CLUES, the website and searching for articles using databases (2 hours): Webster Library: Saturday, Sept. 15, 10:30 am.
- **Current affairs and business sources on Lexis-Nexis** (2 hours): Webster Library: Monday, Sept. 24, 3 pm.
- **Using the Internet for research:** Yahoo, Google and more (2 hours): Webster Library: Thursday, Sept. 20, 10 am.
- **Government Information Sources** (2 hours): Webster Library: Tuesday, Sept. 25, 10 am.

Workplace Hazardous Materials

A training session to ensure that all employees, including faculty, research assistants, graduate students, technicians and lab assistants are adequately trained in handling hazardous materials. Tuesday, Sept. 25, 9:30am-12:30pm, H-760. For information and registration, call 848-4896.